

Fig. 1

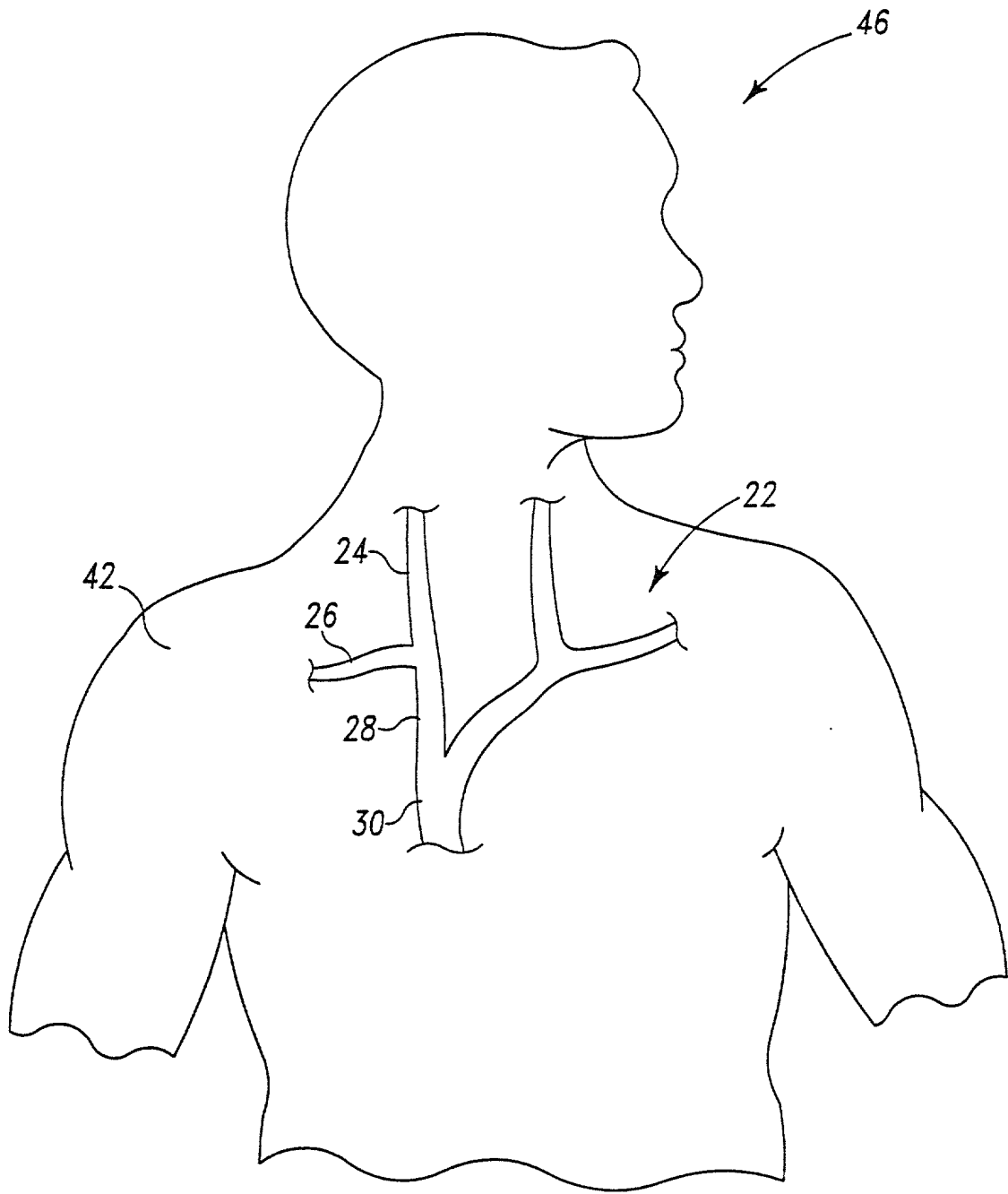


Fig. 2

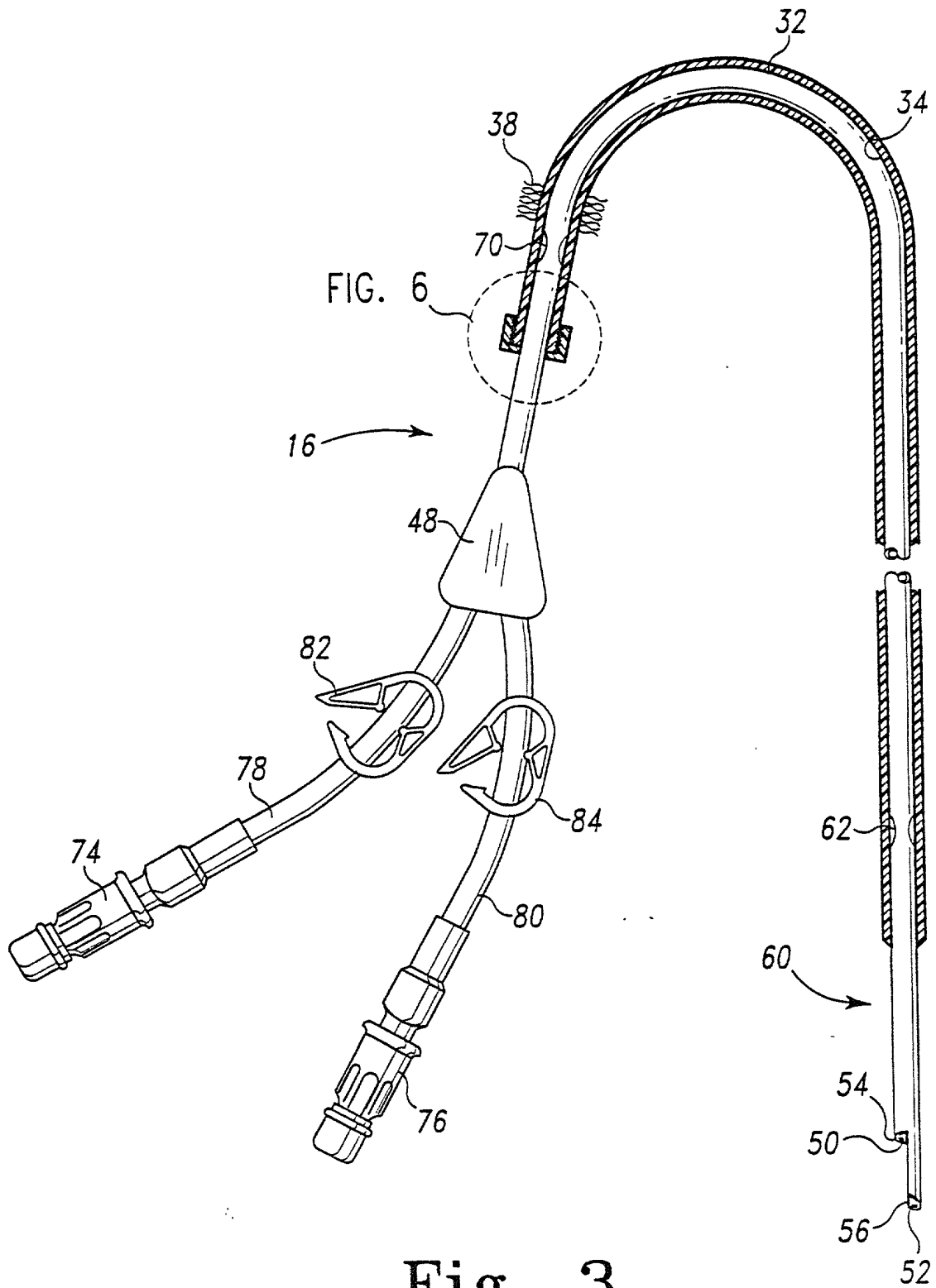
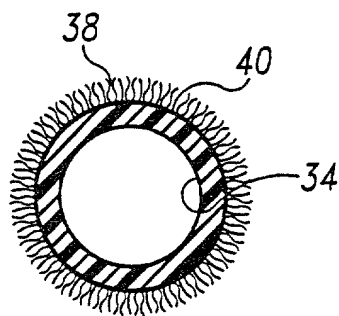
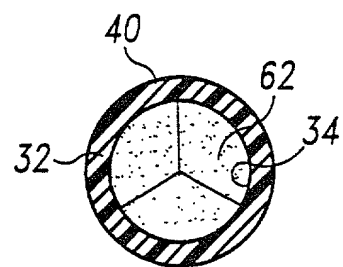
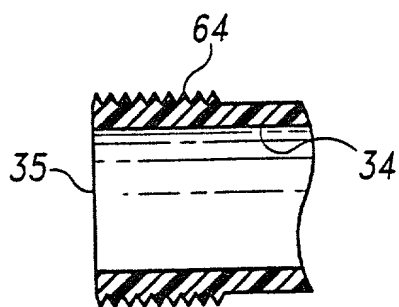
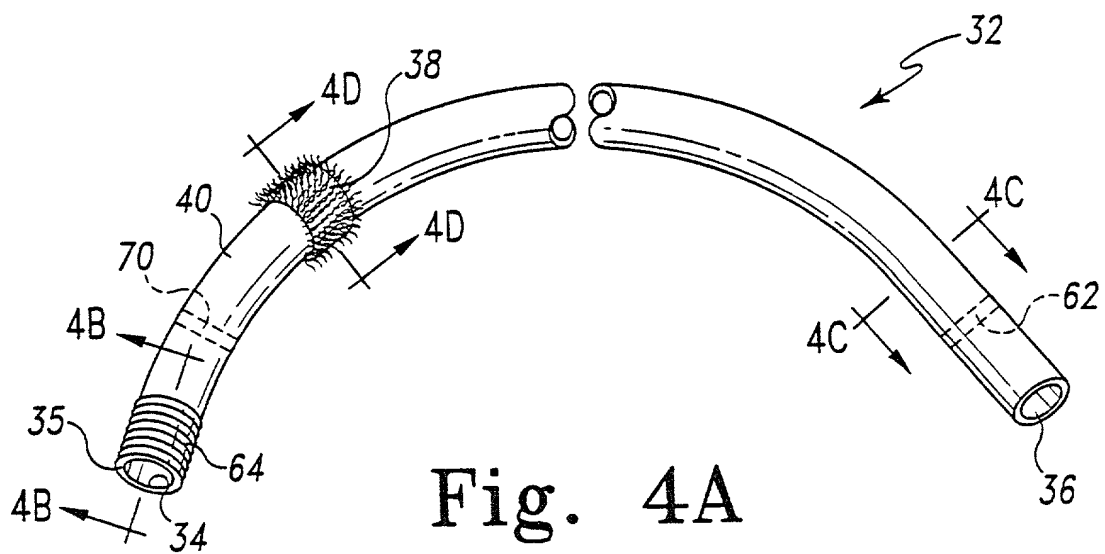


Fig. 3



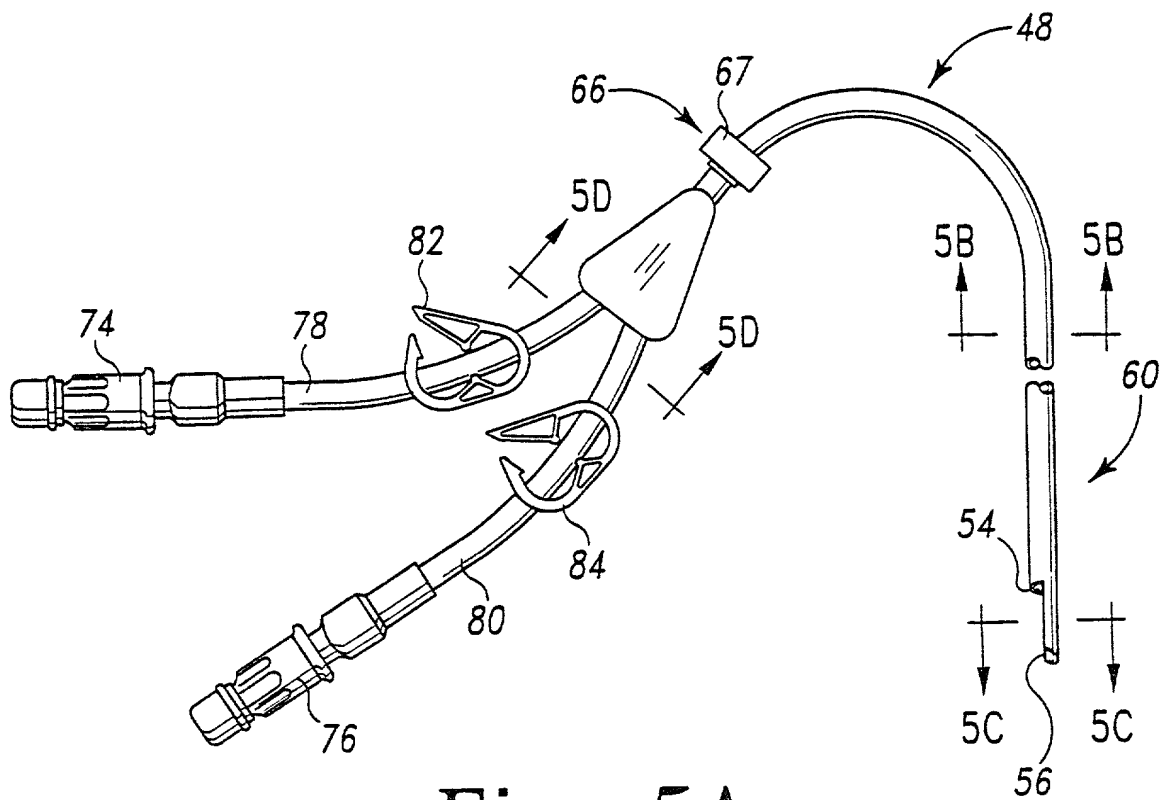


Fig. 5A



Fig. 5B

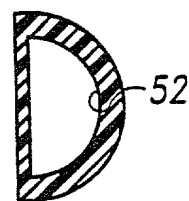


Fig. 5C

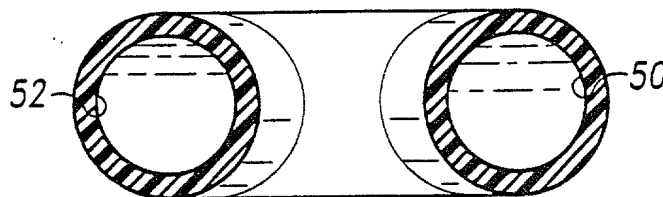


Fig. 5D

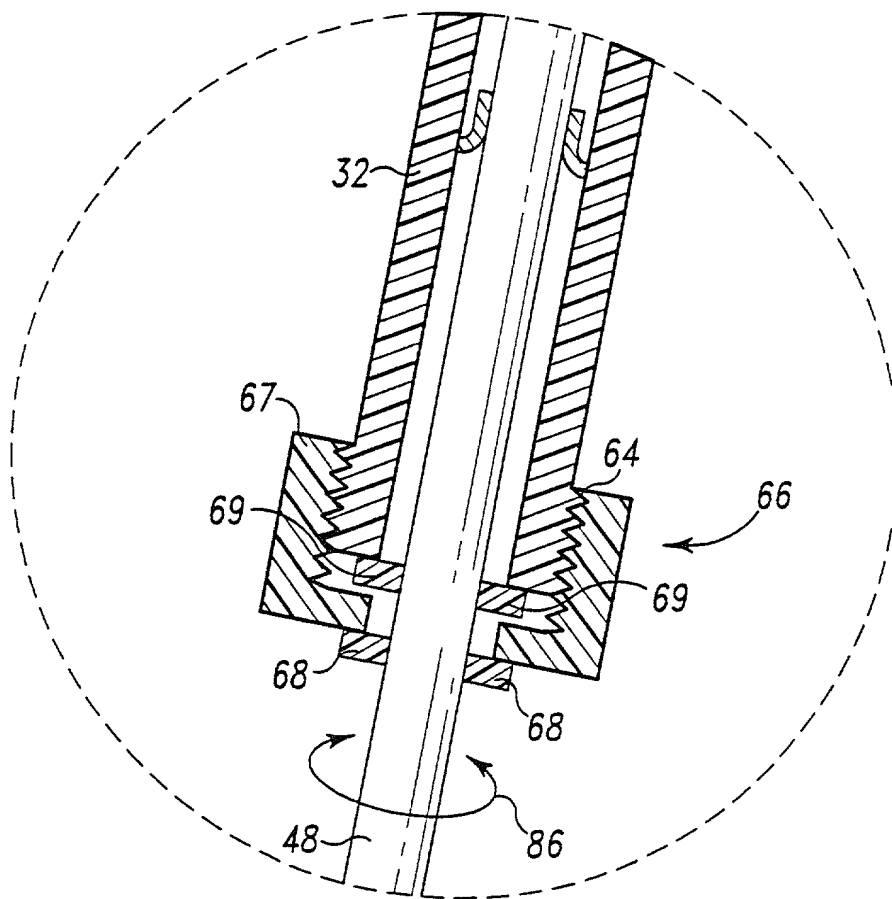


Fig. 6

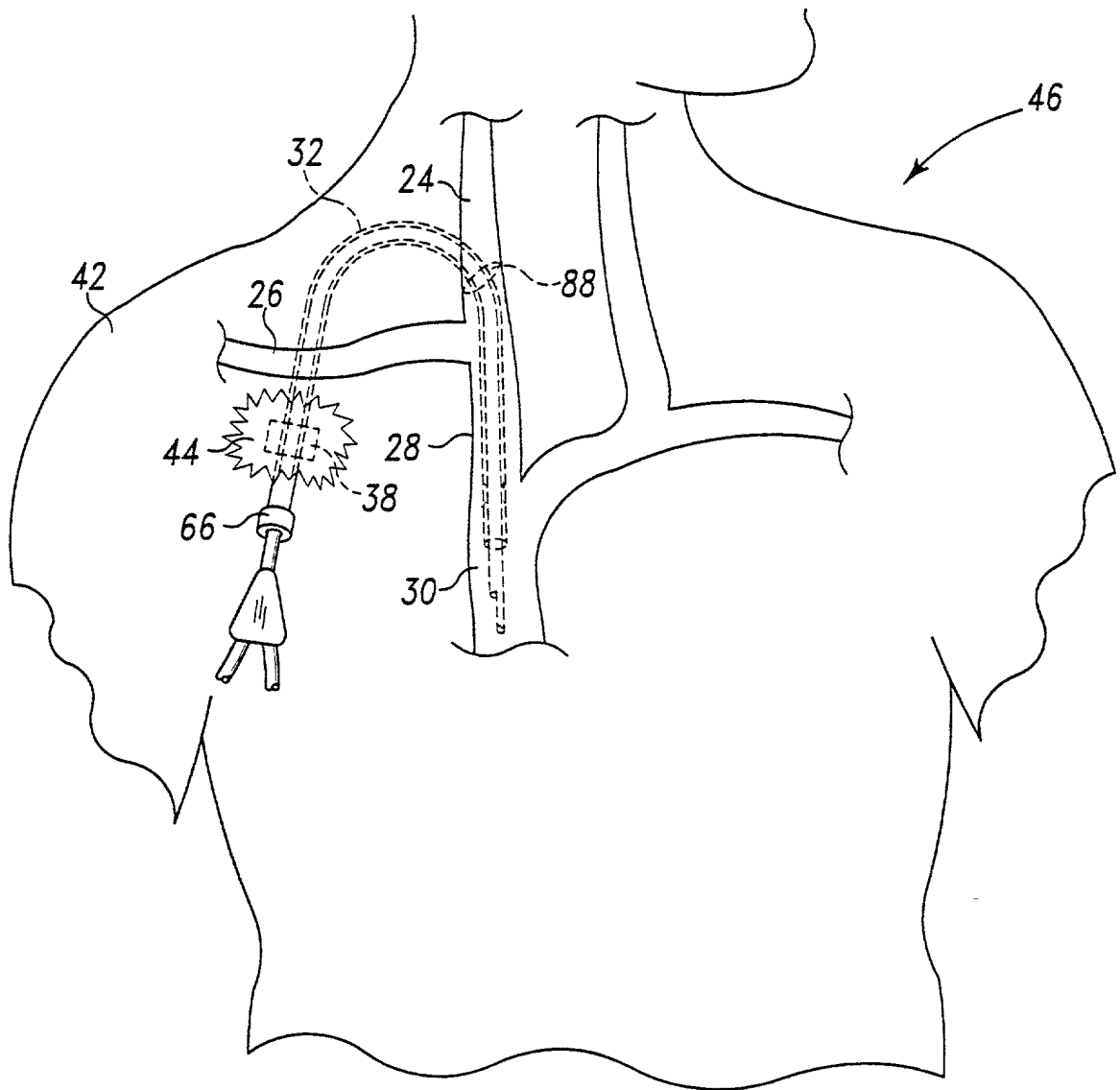


Fig. 7

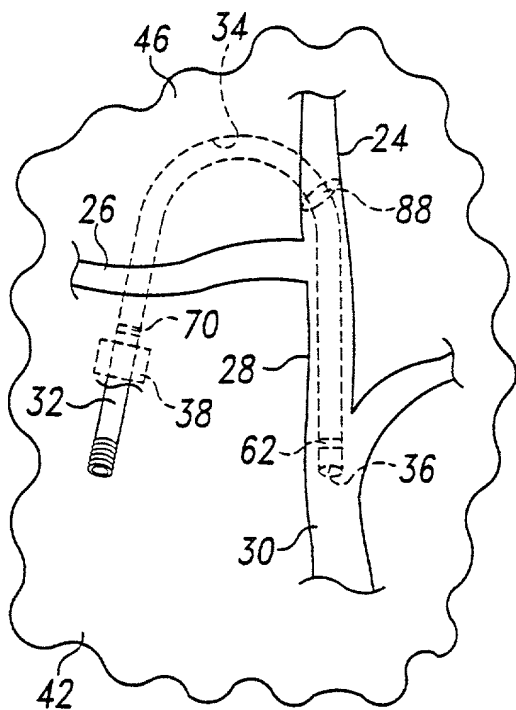


Fig. 8

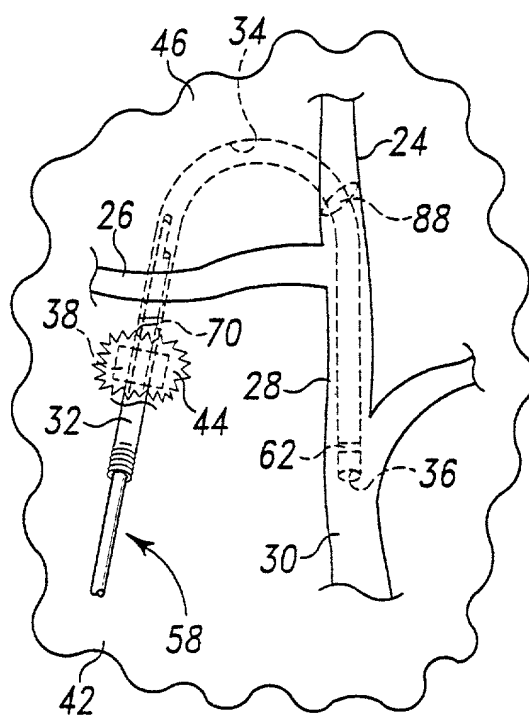


Fig. 9

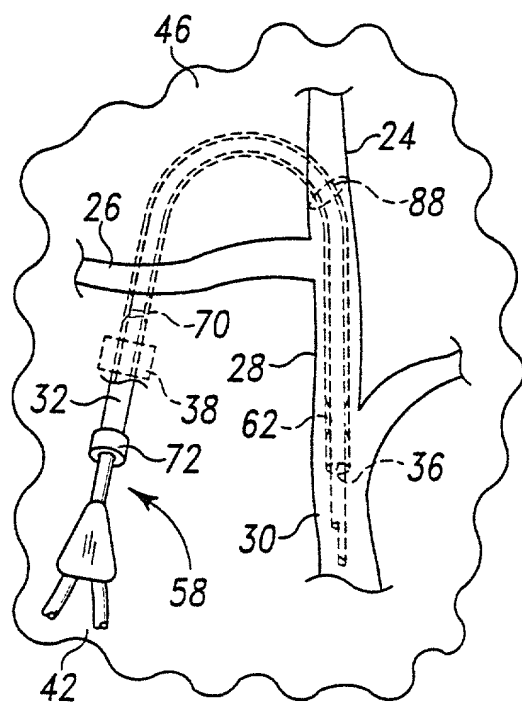


Fig. 10

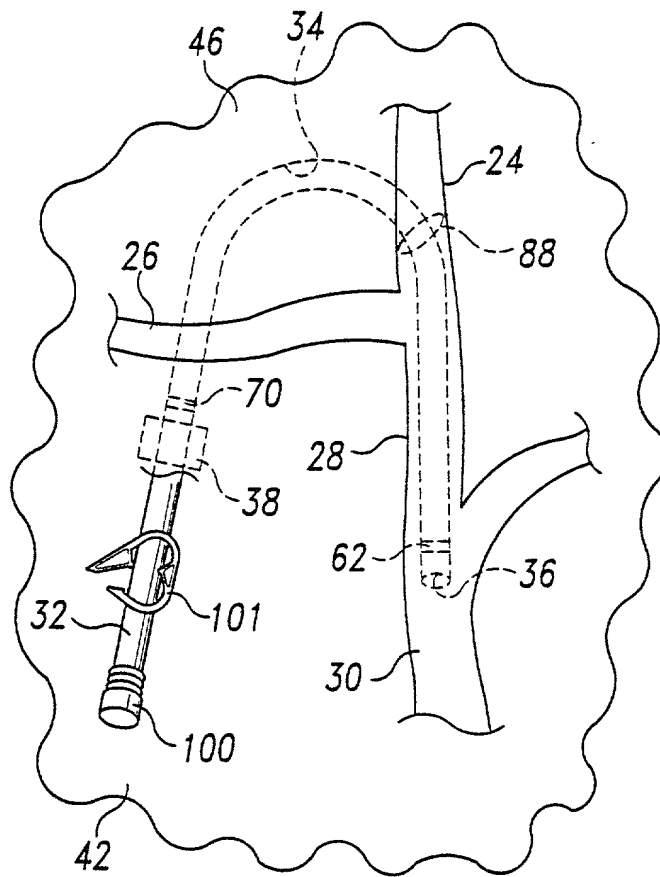


Fig. 11

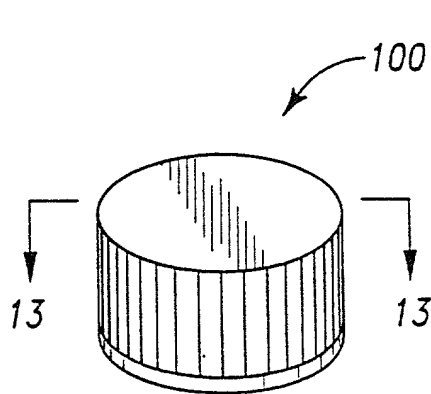


Fig. 12

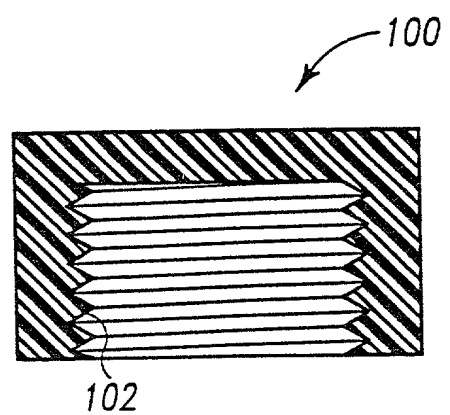
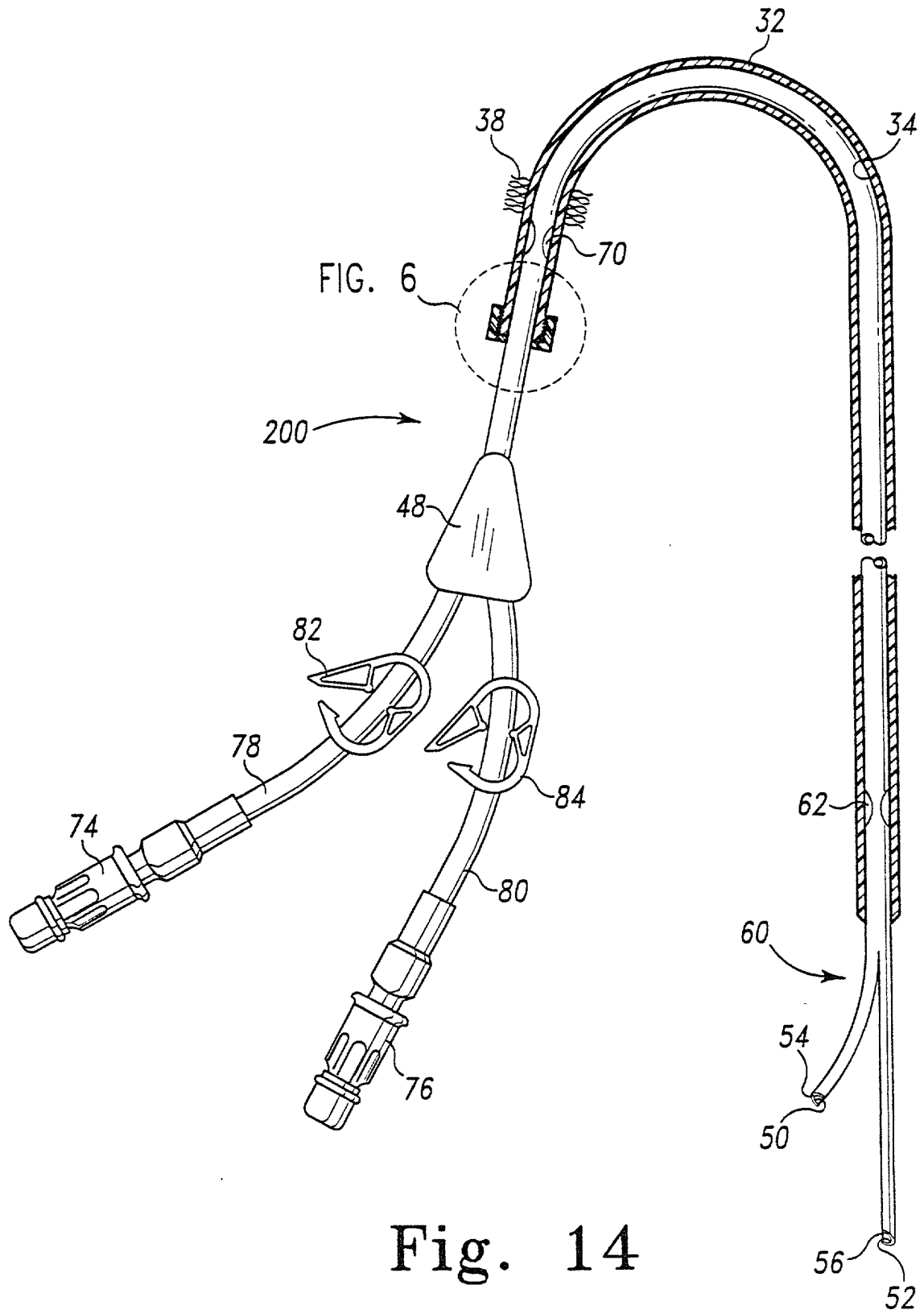


Fig. 13



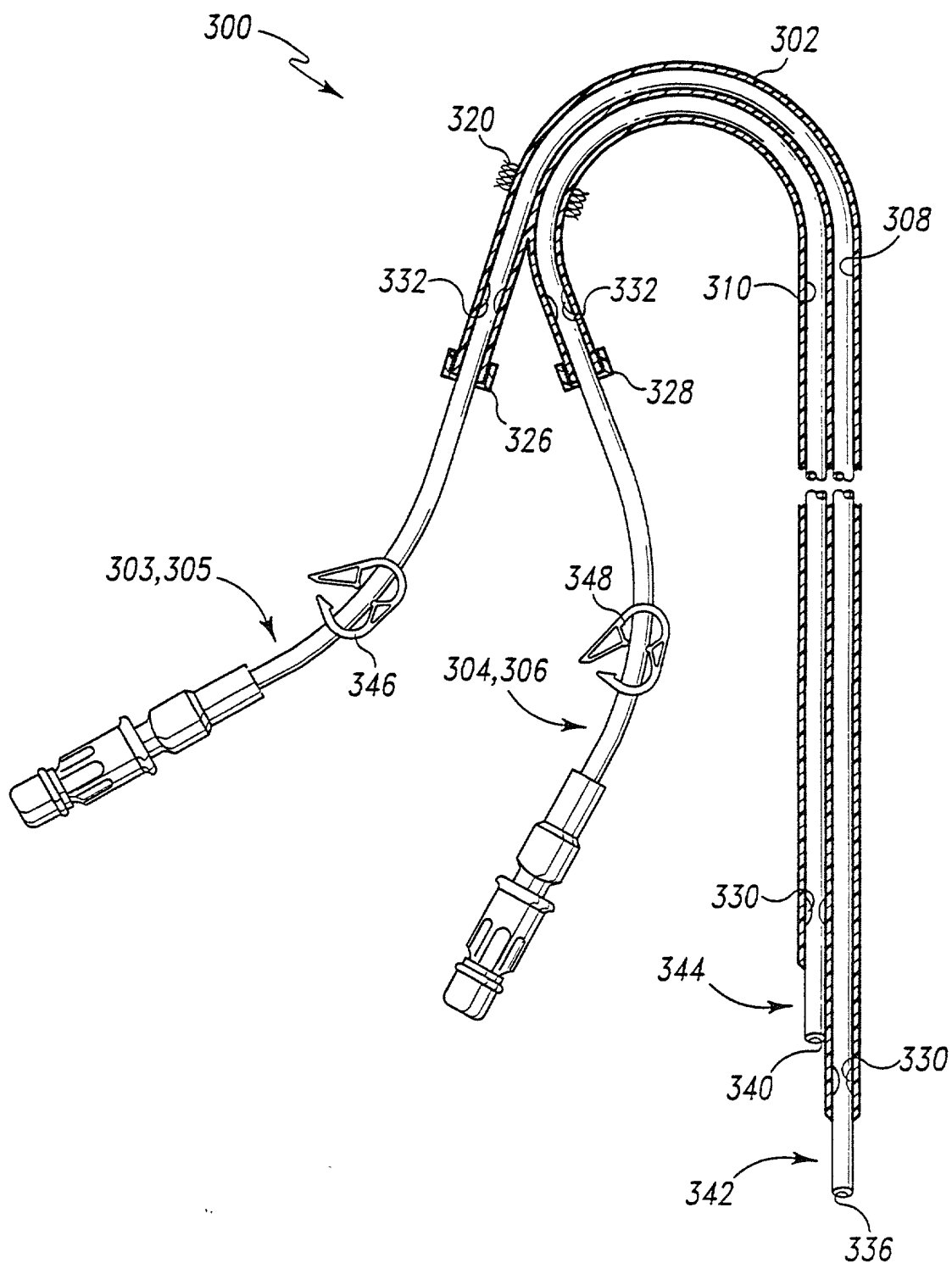


Fig. 15

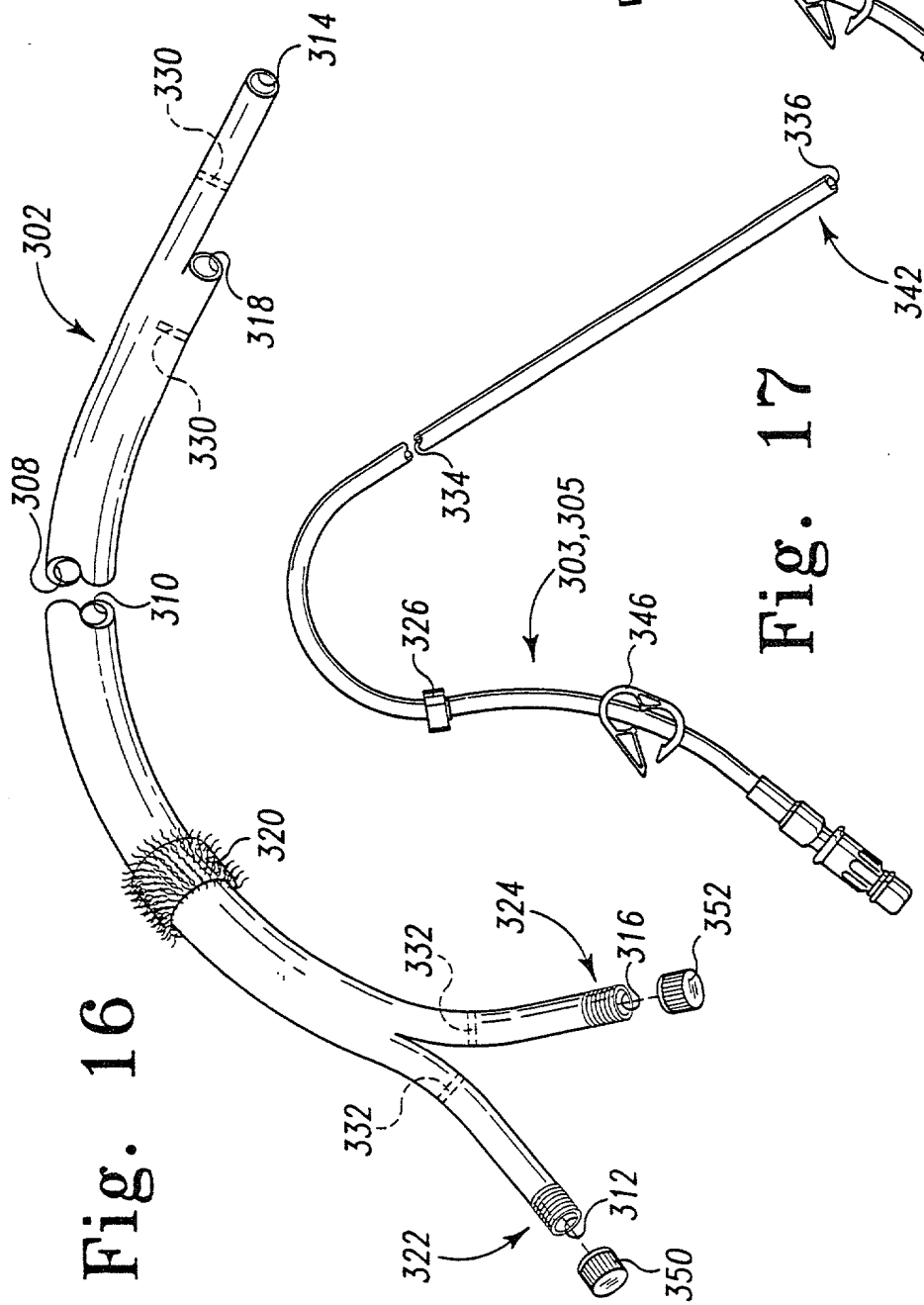
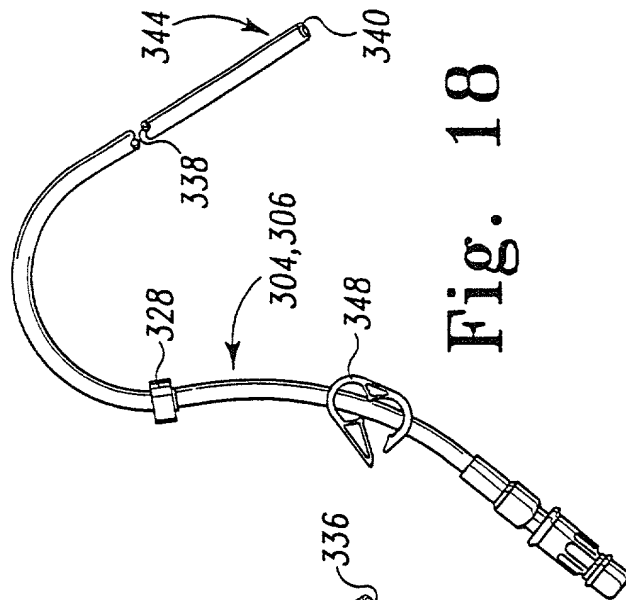


Fig. 16

18
F. 100

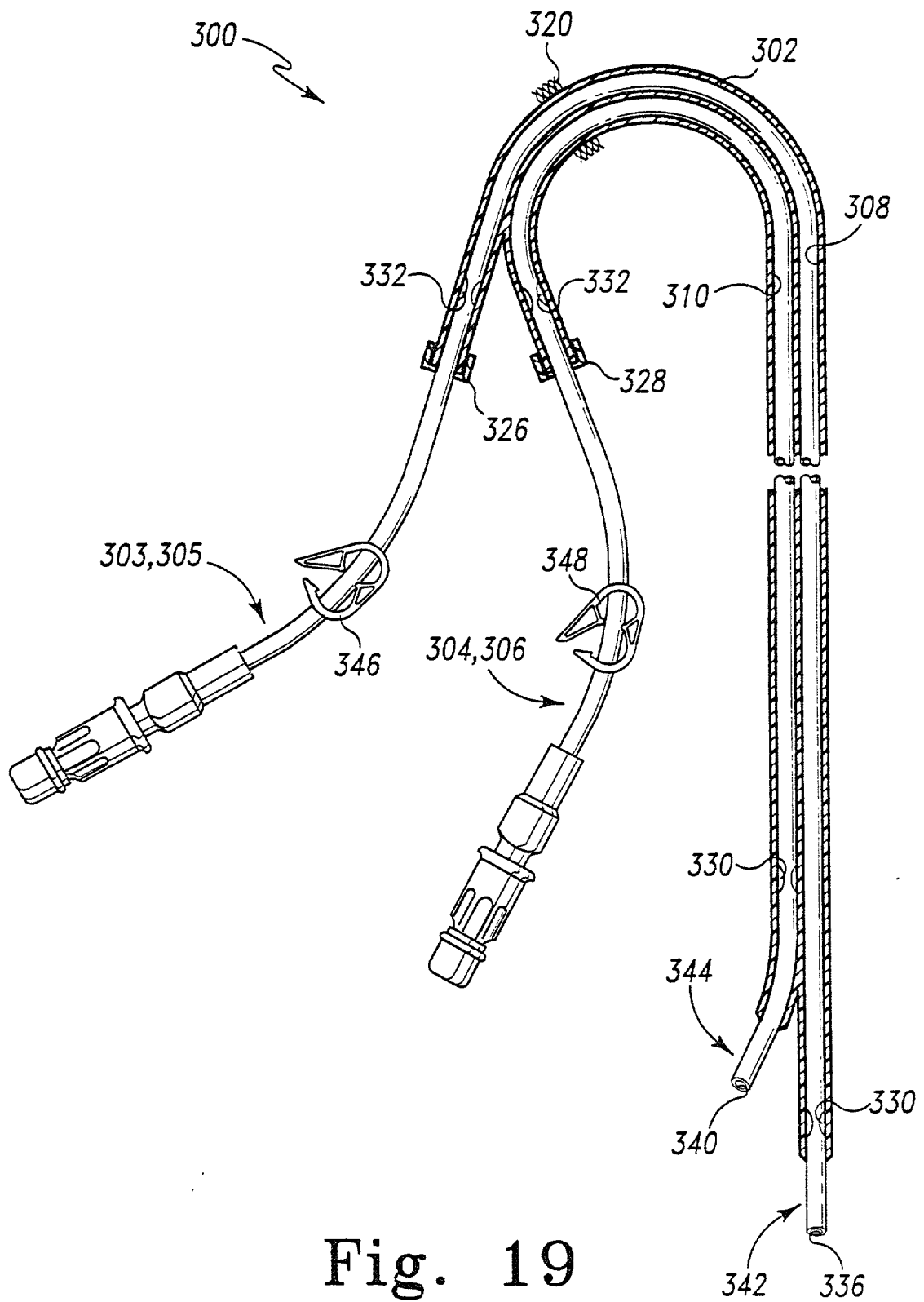


Fig. 19

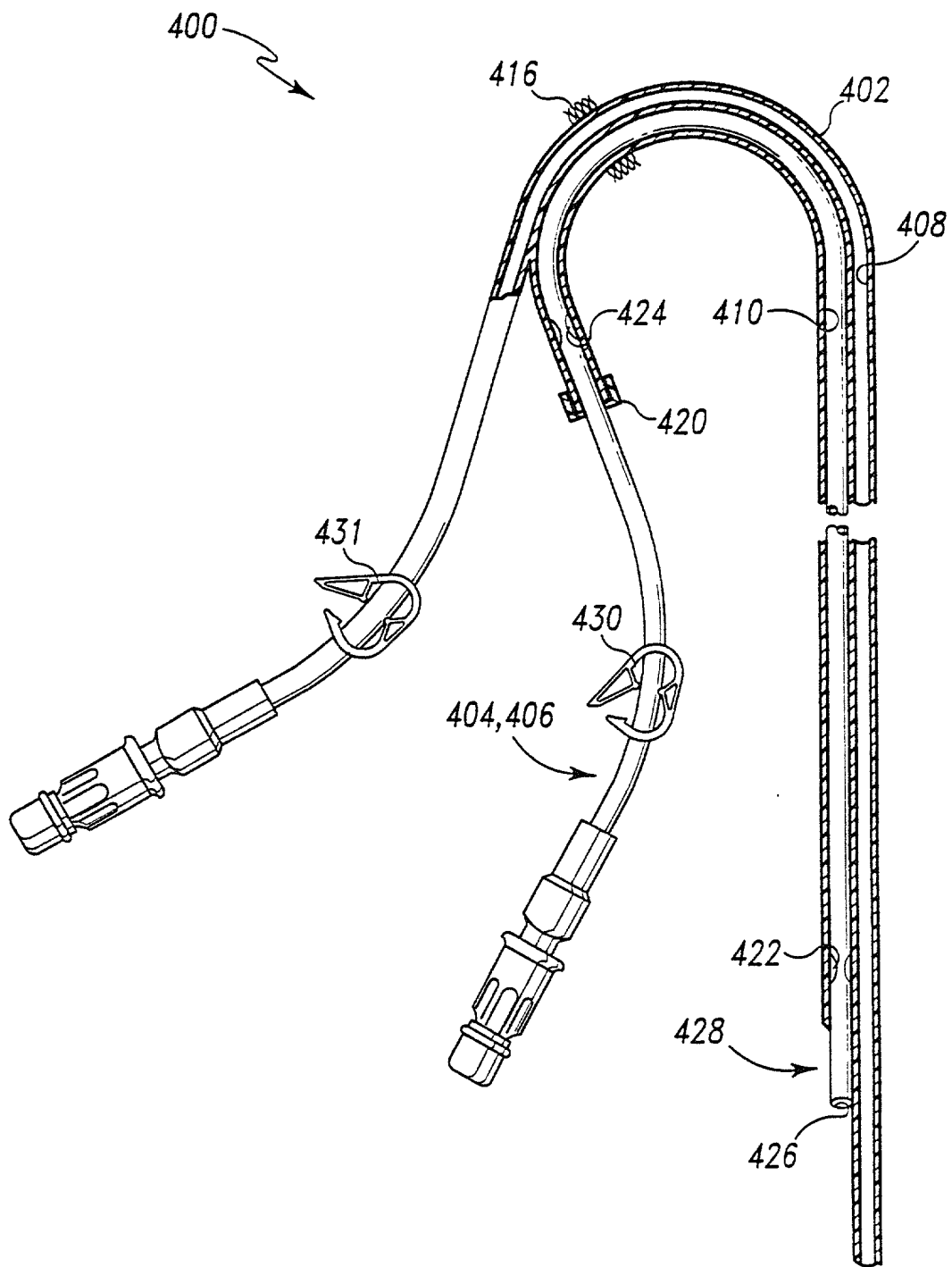


Fig. 20

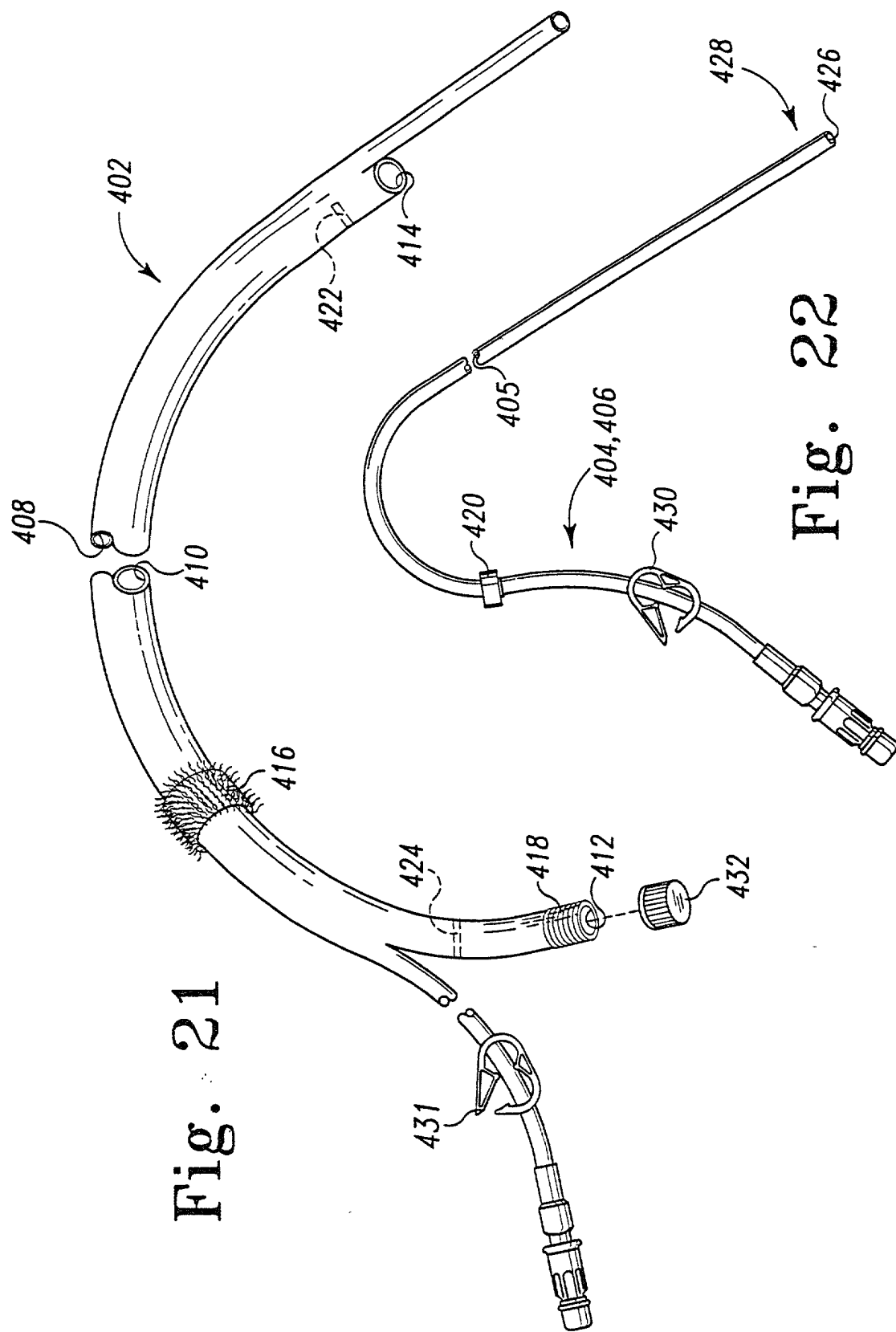


Fig. 21

Fig. 22

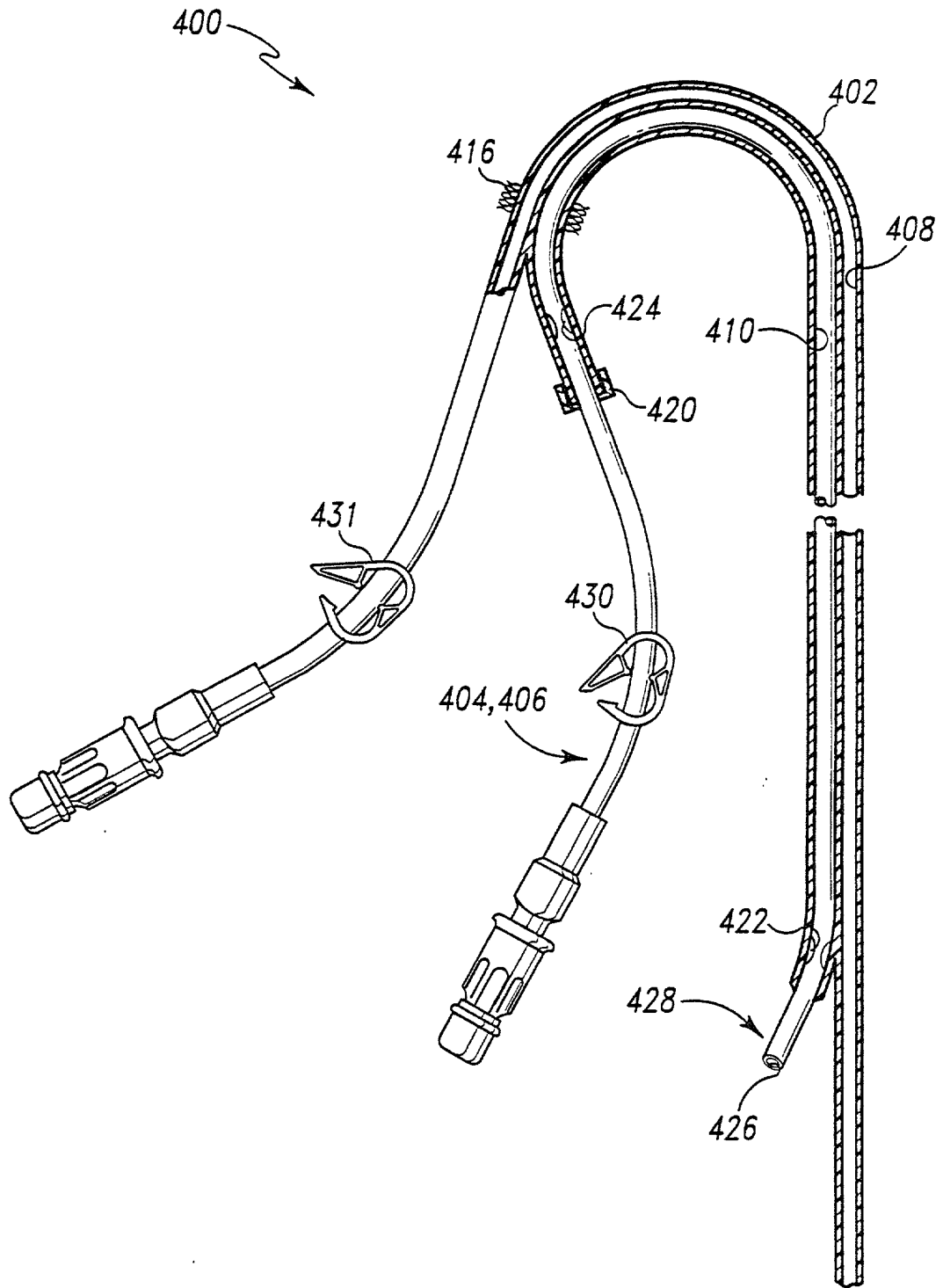


Fig. 23

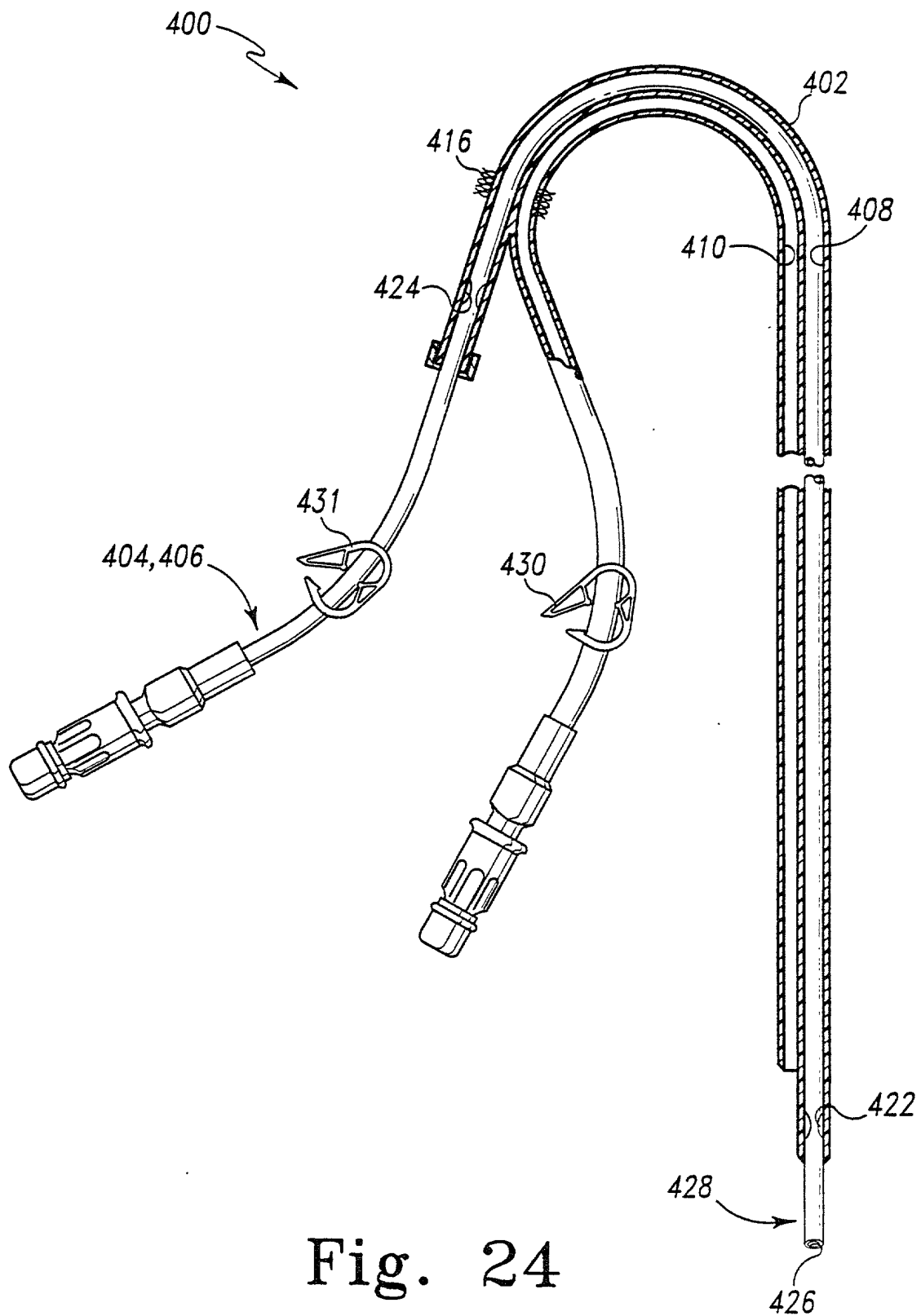


Fig. 24

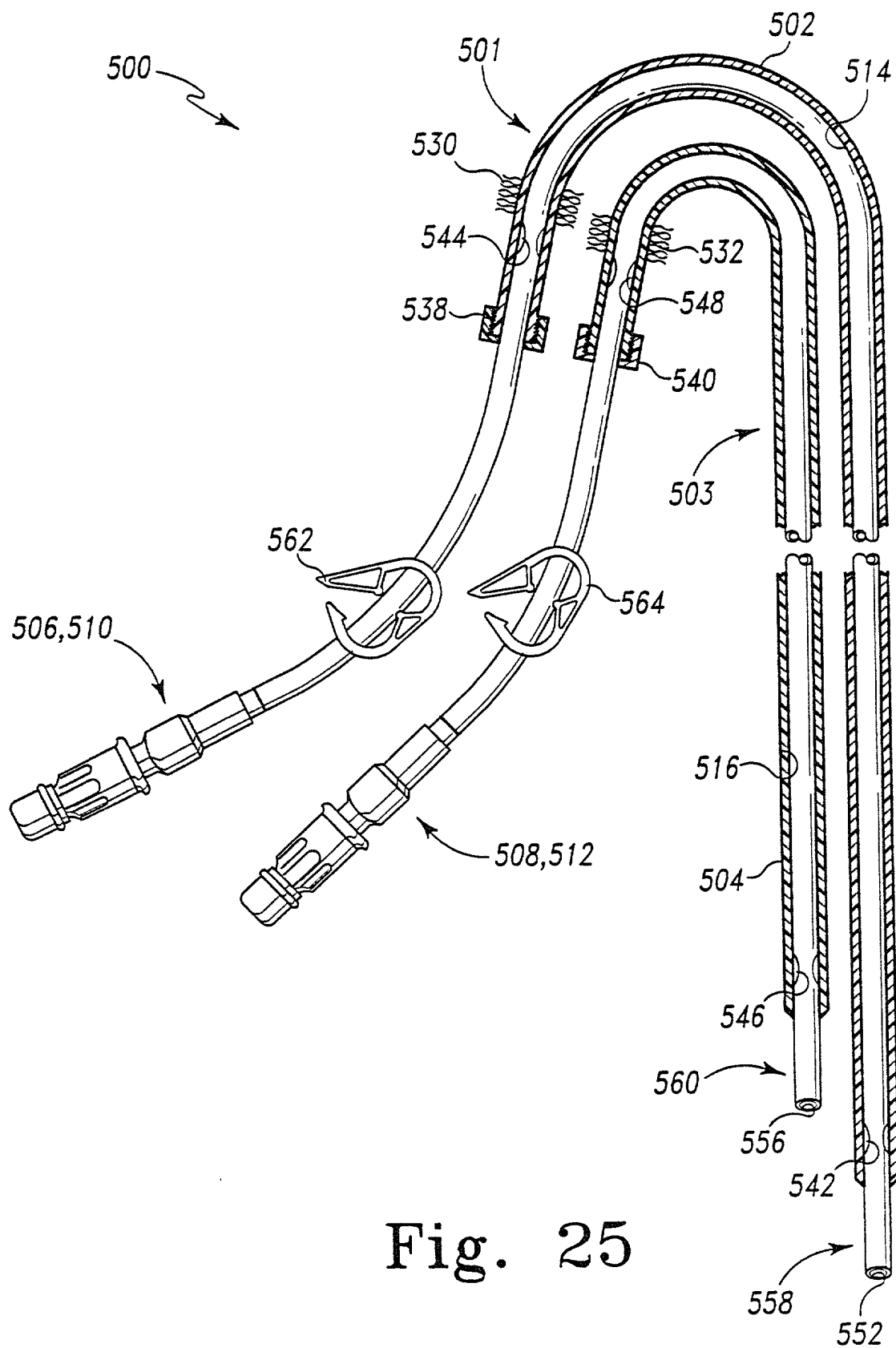


Fig. 25

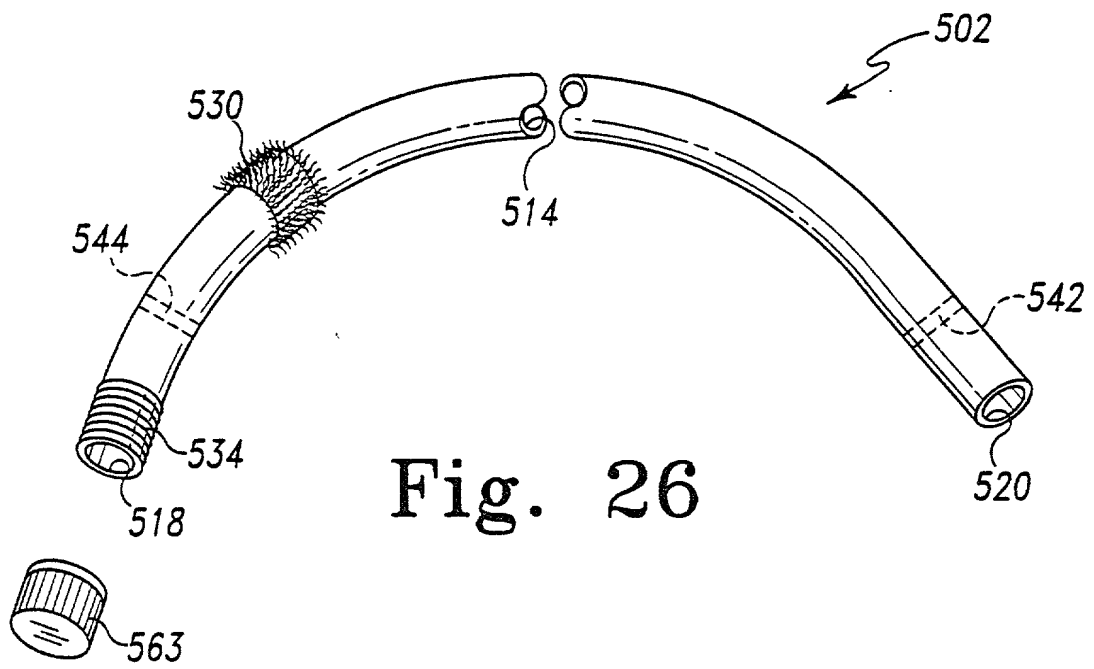


Fig. 26

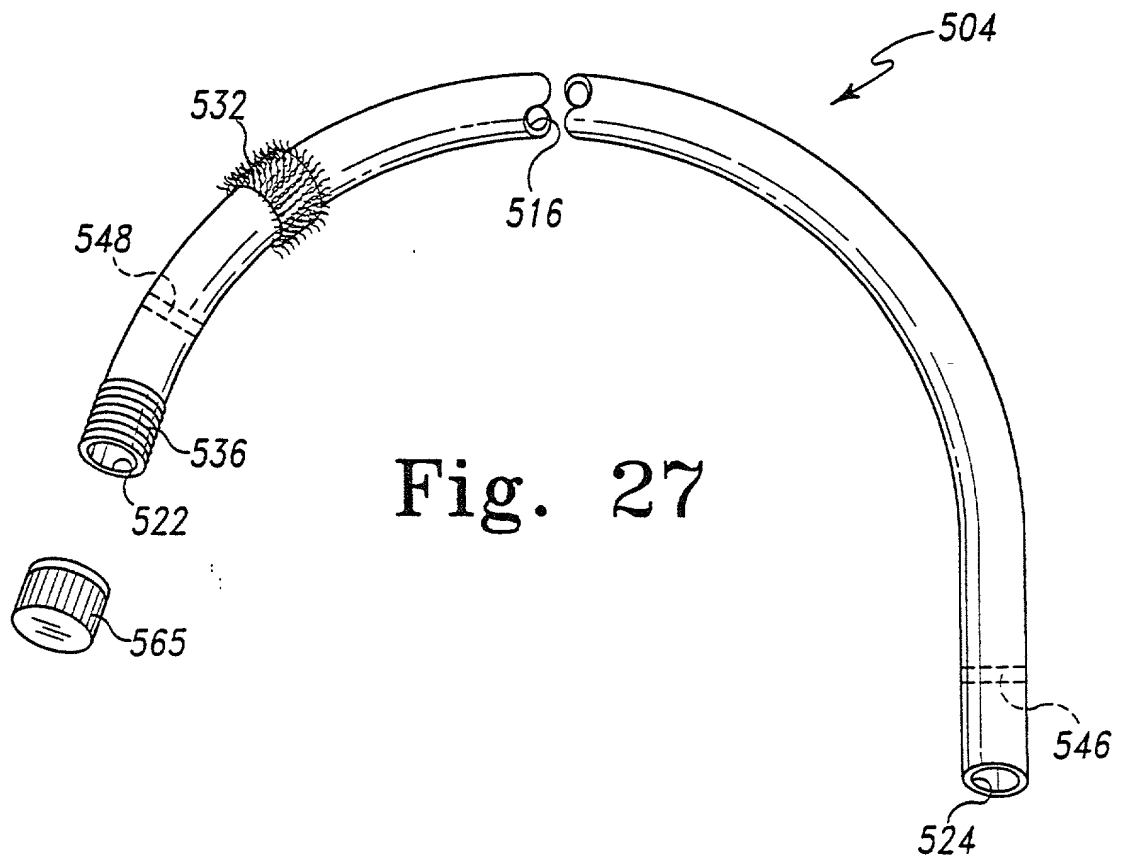


Fig. 27

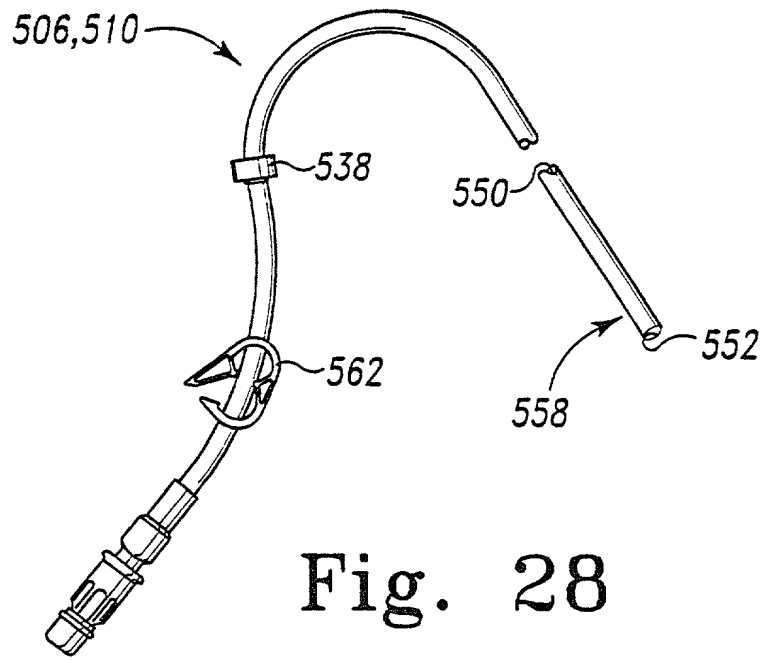


Fig. 28

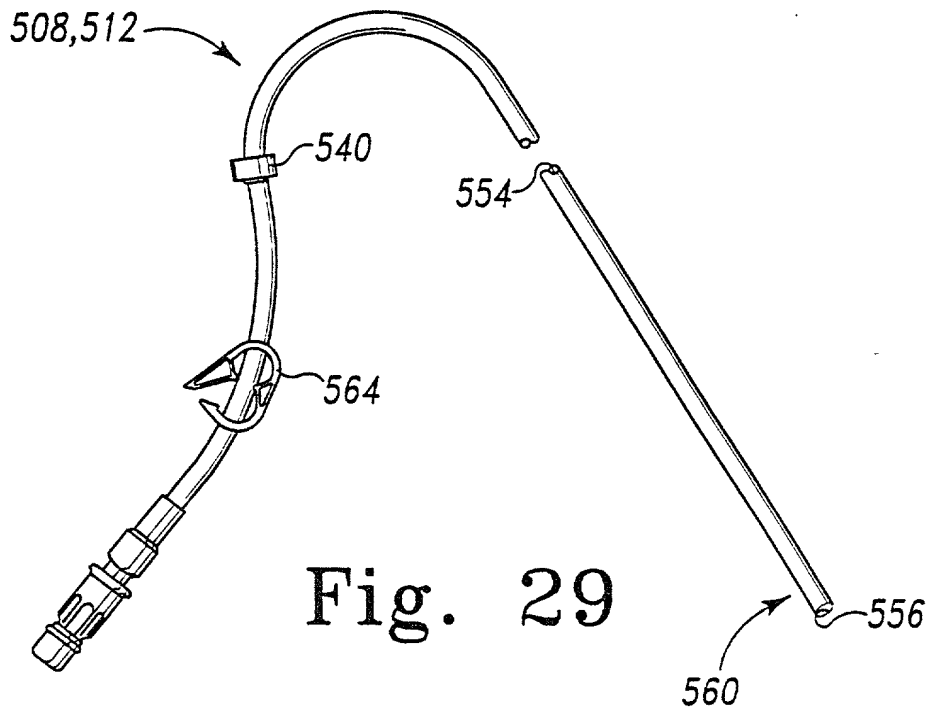


Fig. 29

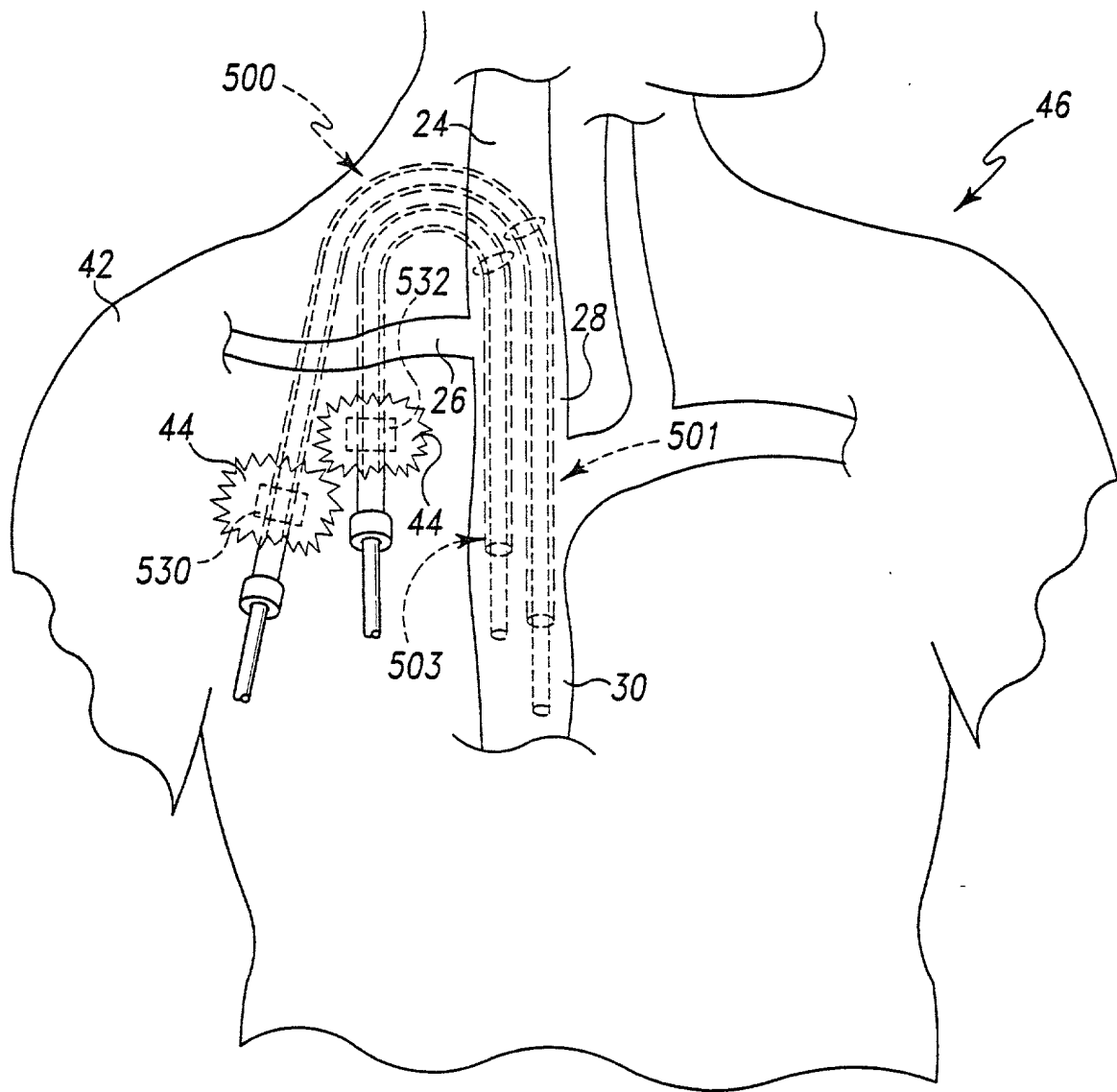


Fig. 30

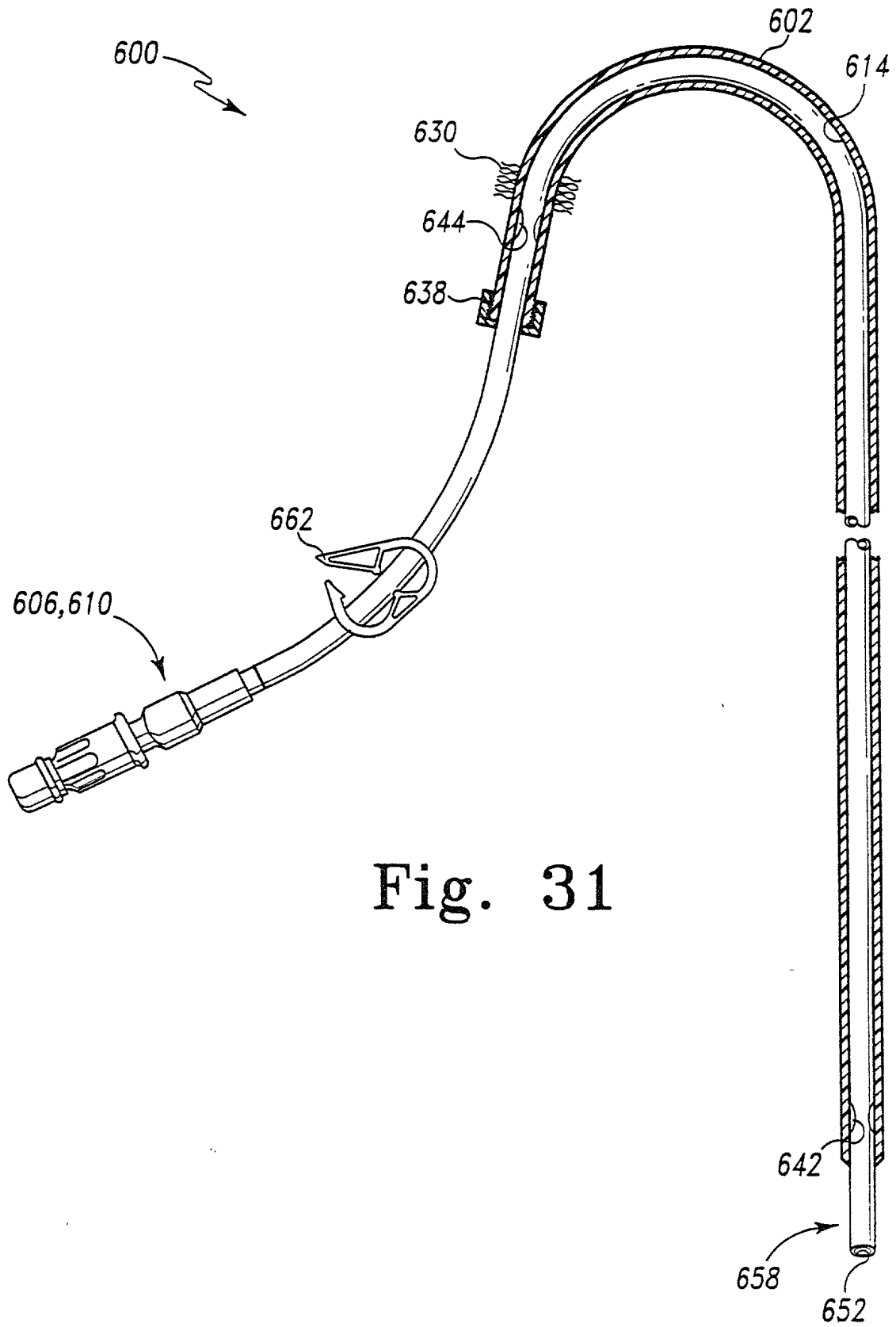


Fig. 31

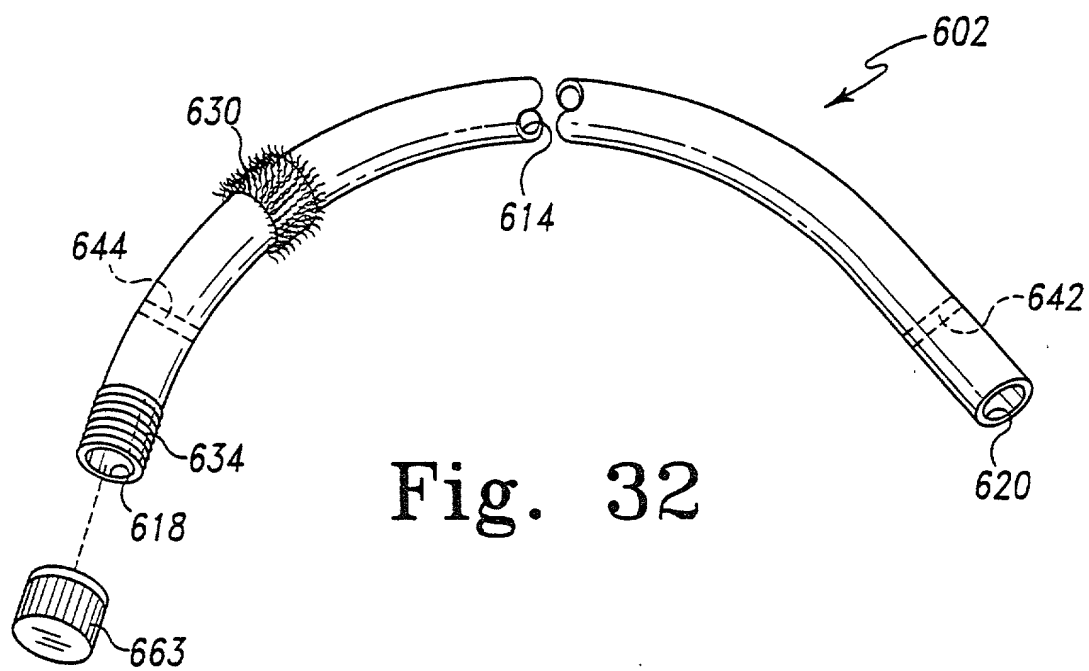


Fig. 32

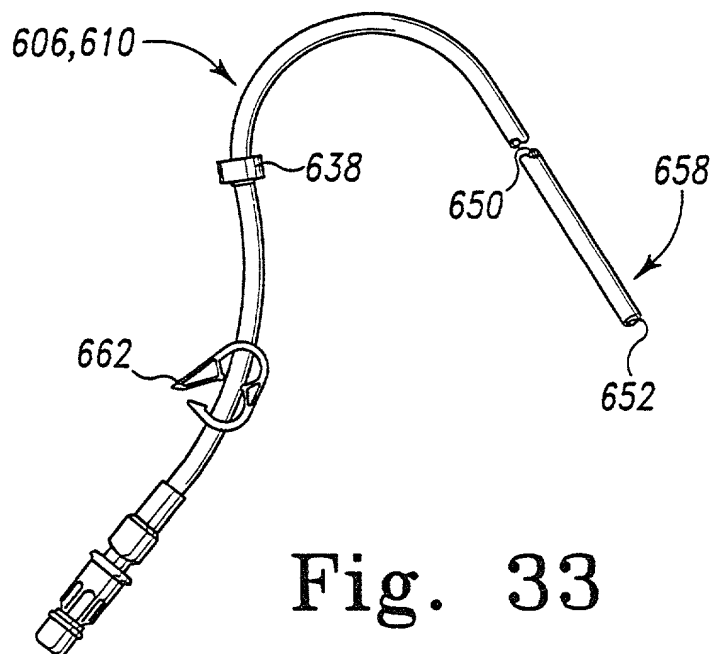


Fig. 33

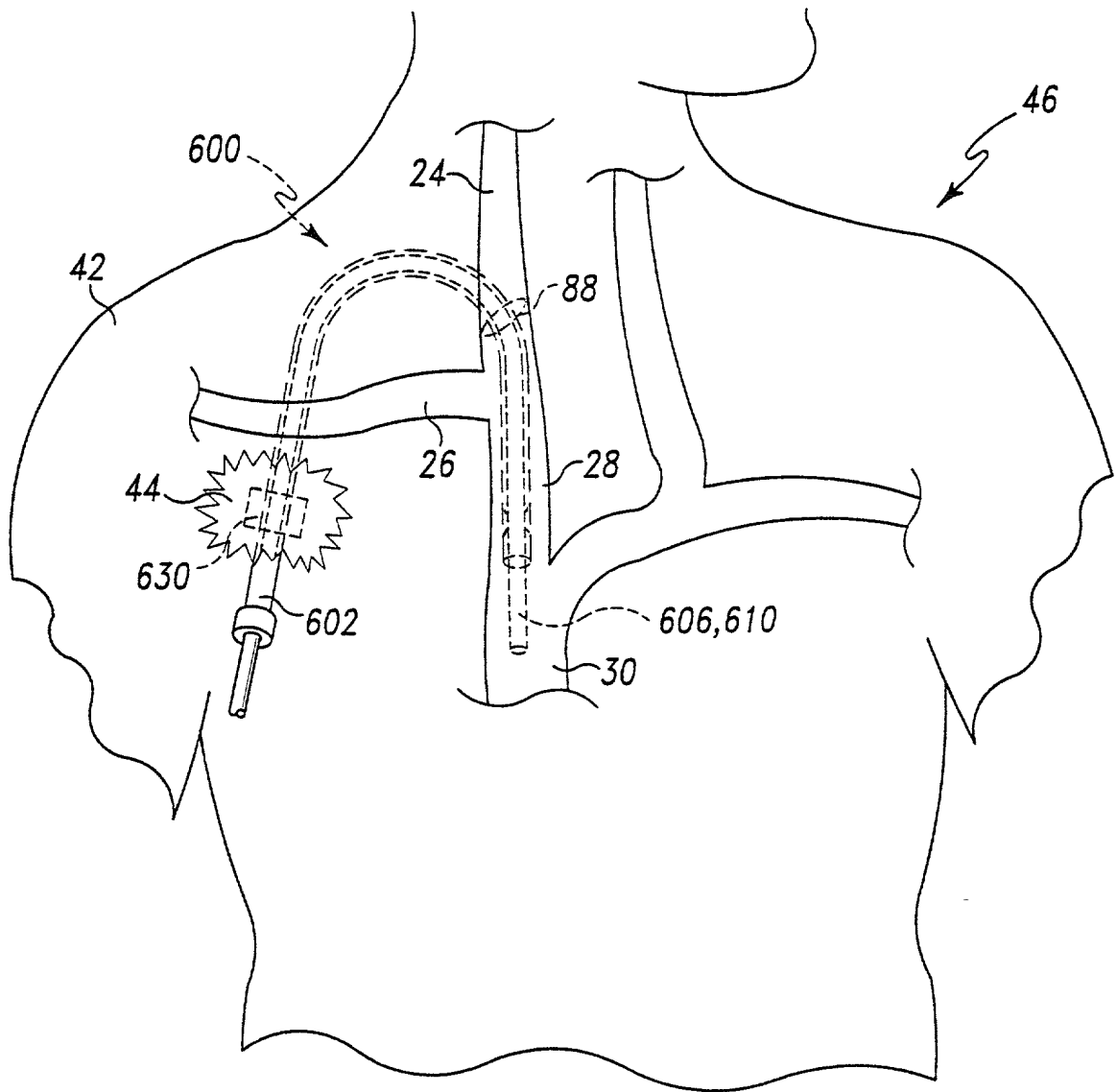


Fig. 34

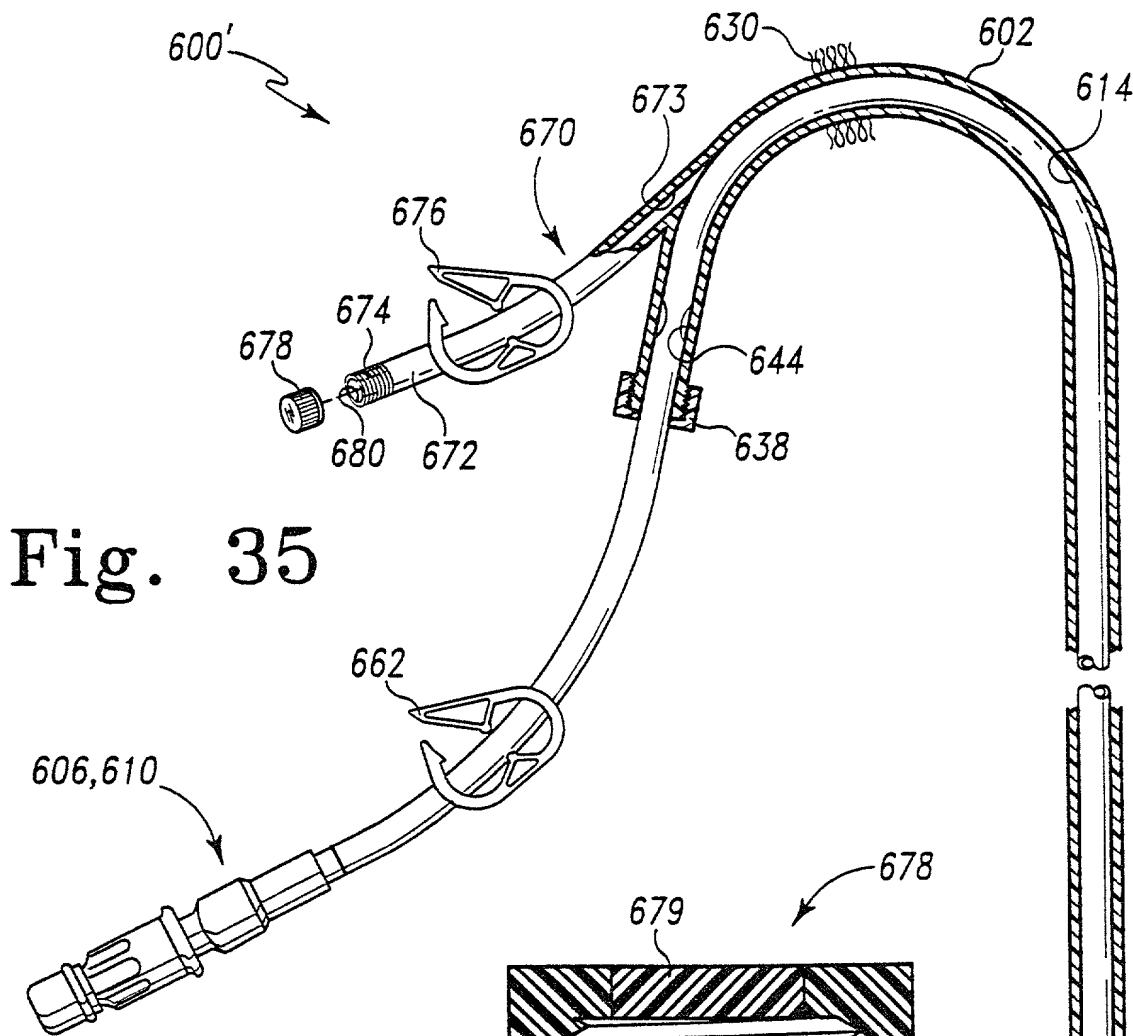


Fig. 35

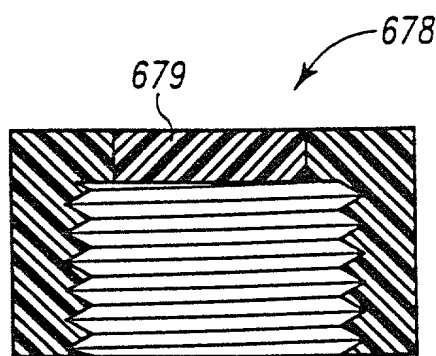


Fig. 37

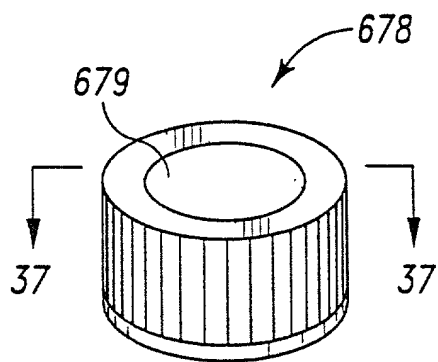
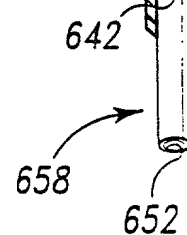


Fig. 36



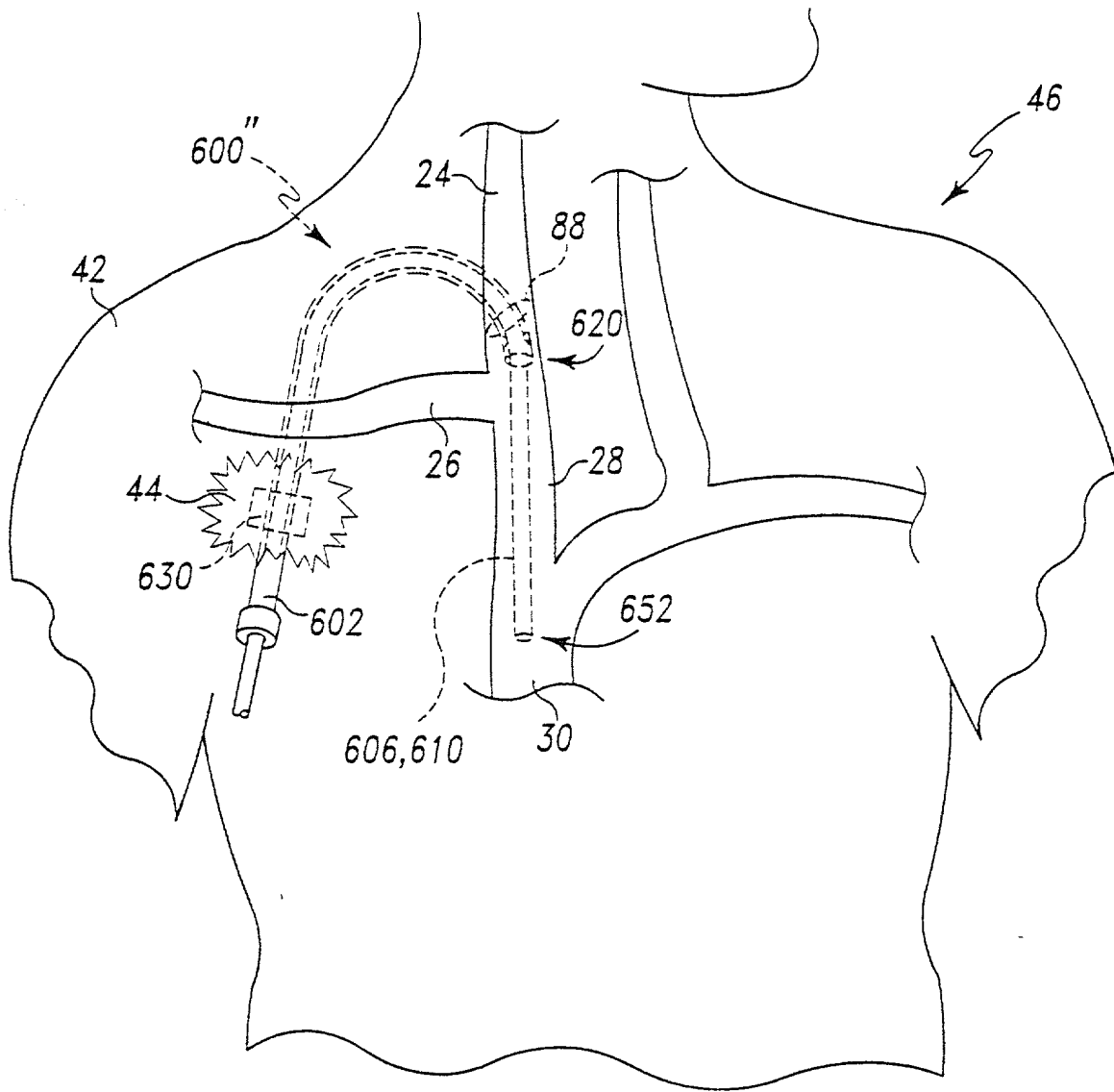
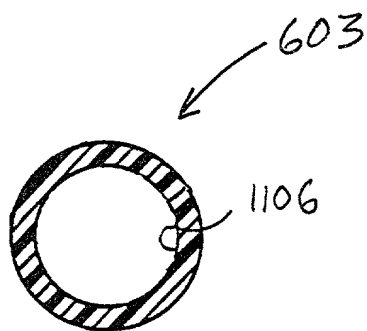
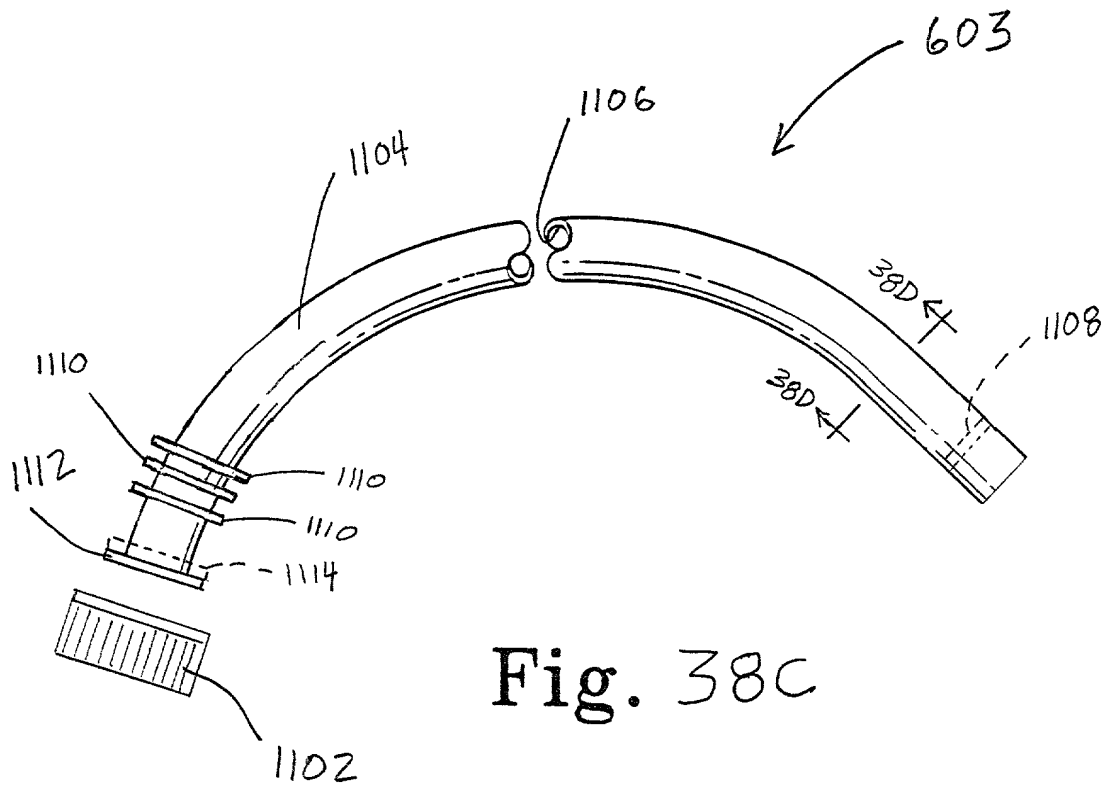


Fig. 38

1. *Journal of Management Studies*, 1996, 33, 1, 1-14.

Fig. 38B



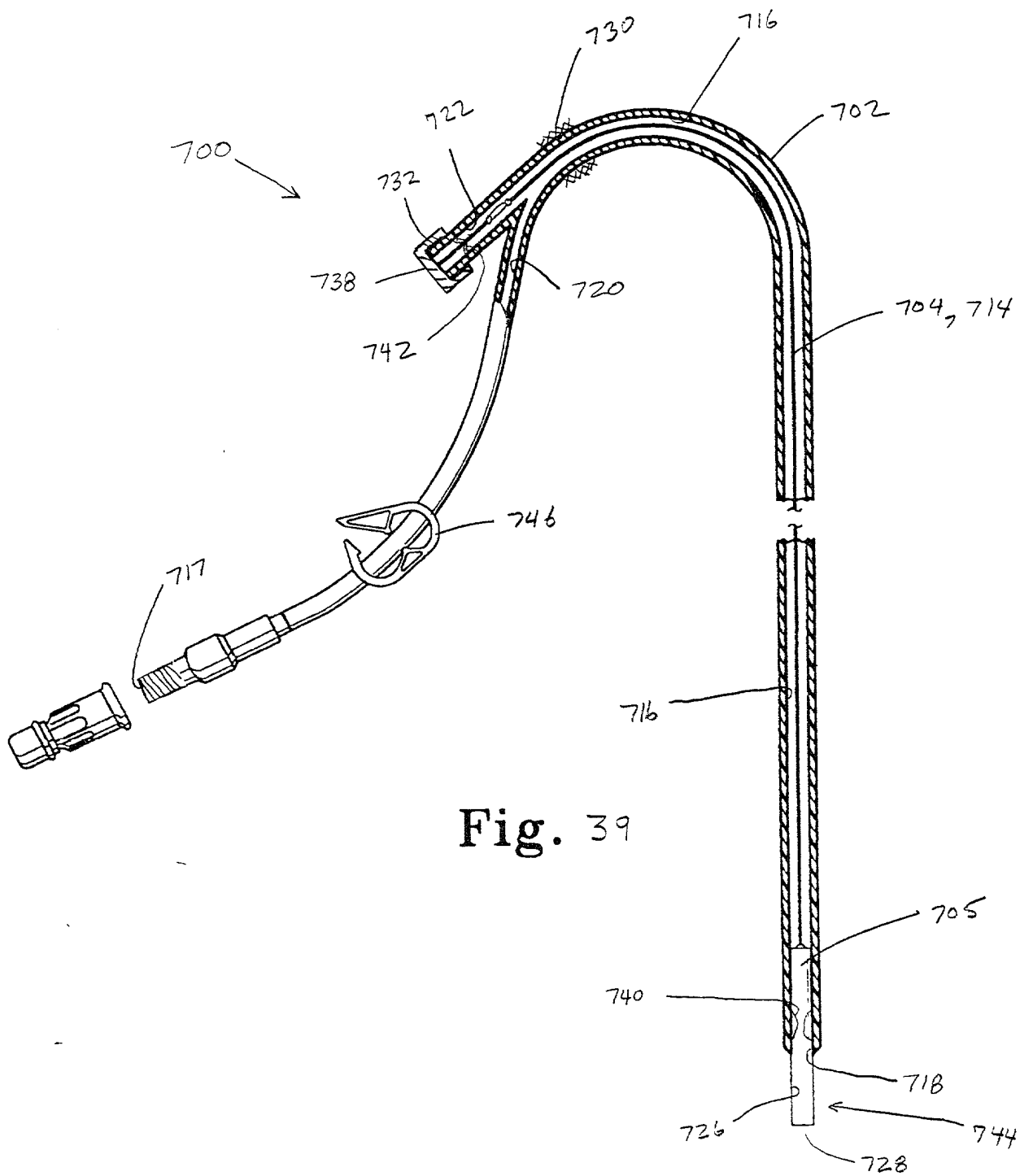


Fig. 39

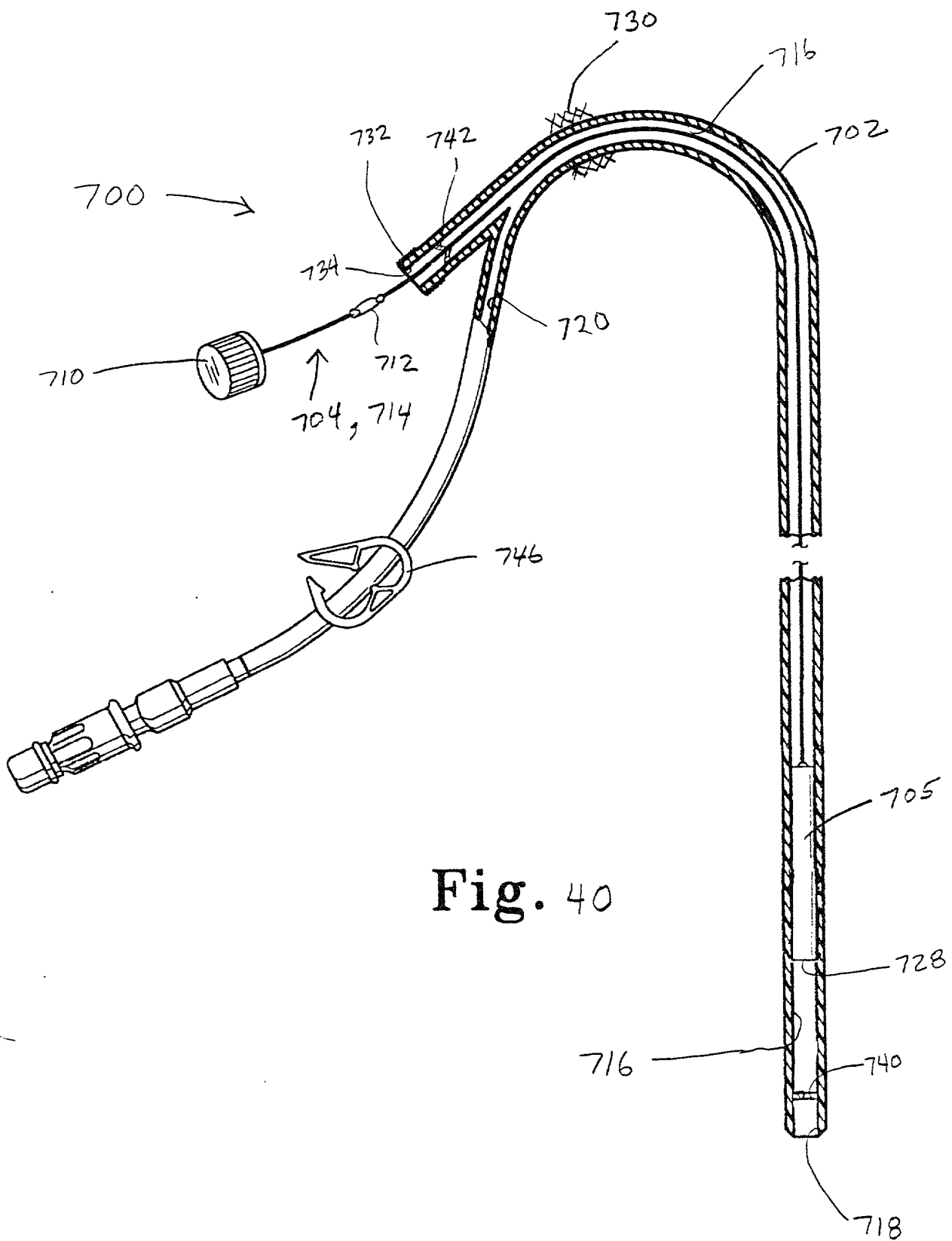


FIG. 41

Fig. 41

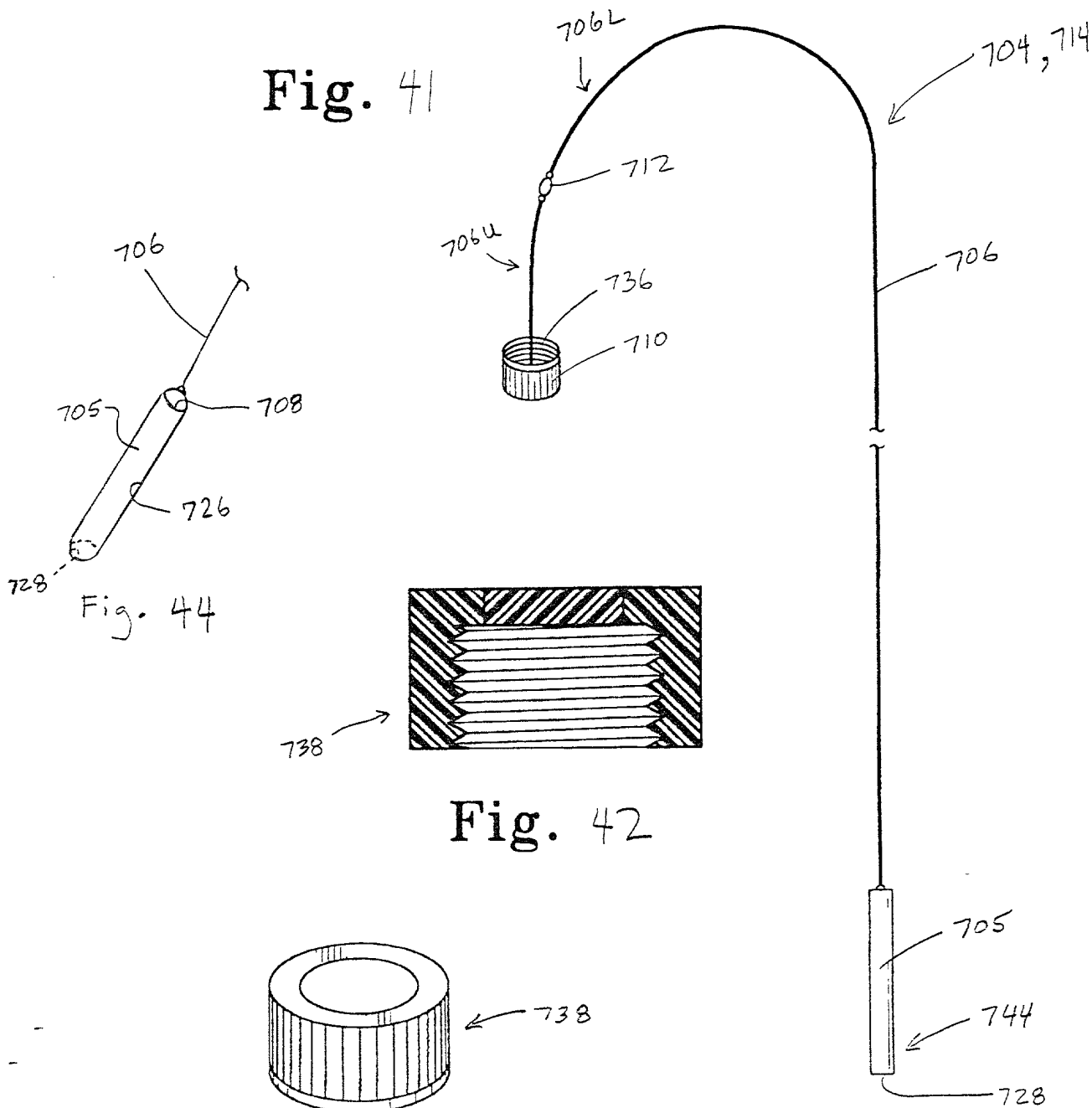


Fig. 44

Fig. 42

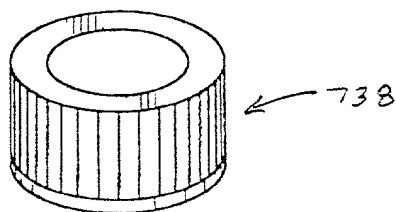


Fig. 43

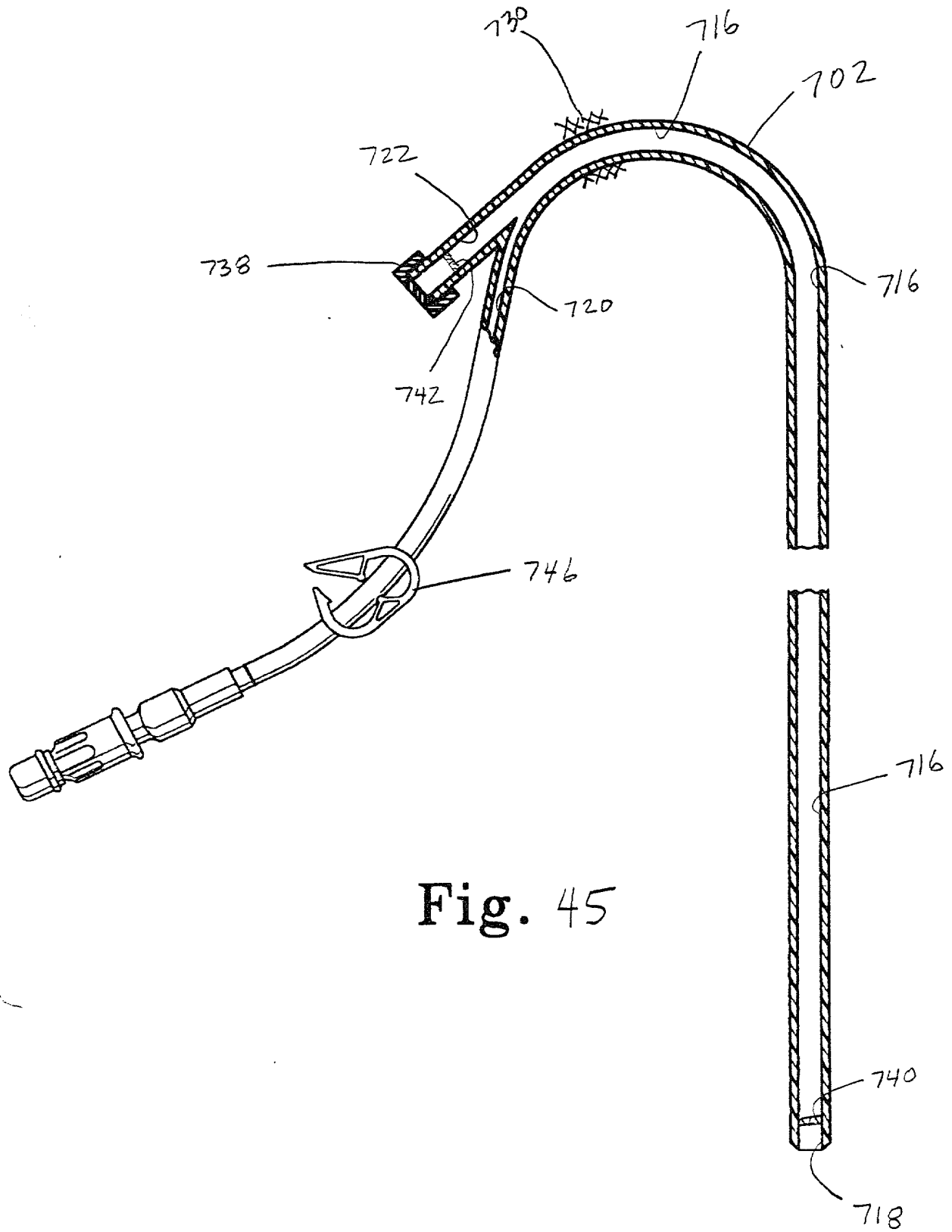


Fig. 45

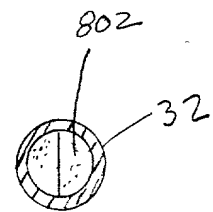
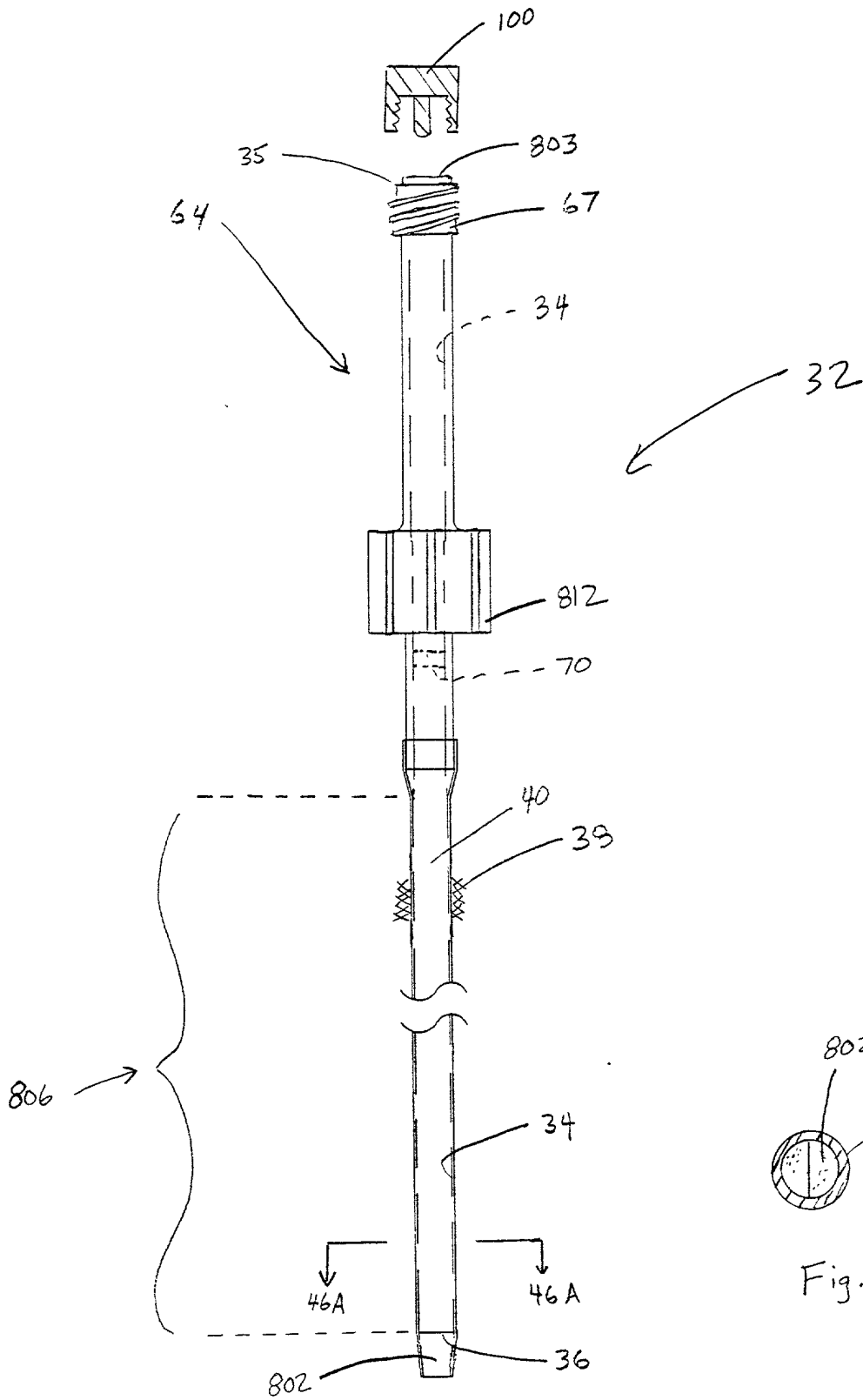


Fig. 46A

Fig. 46

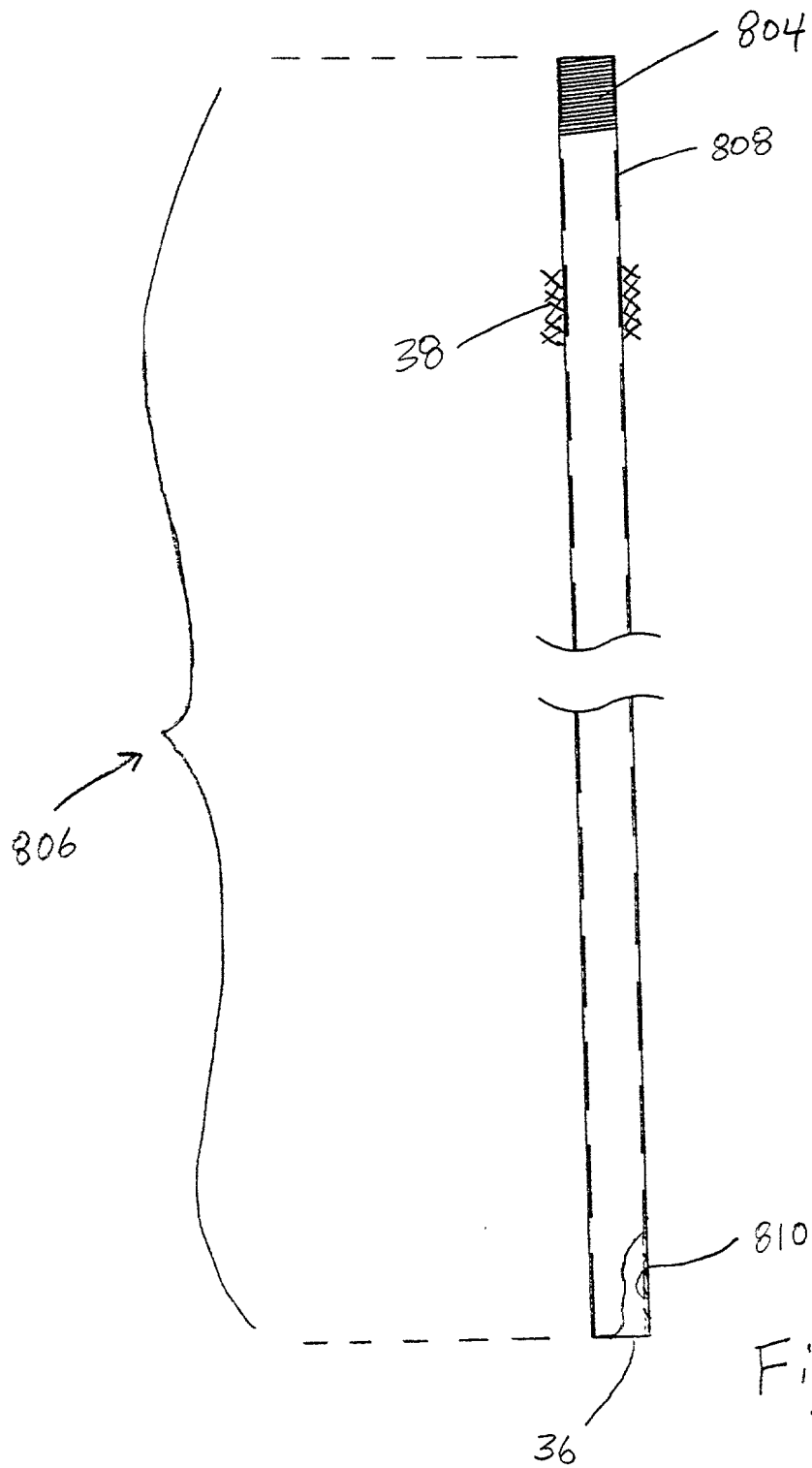


Fig. 46B

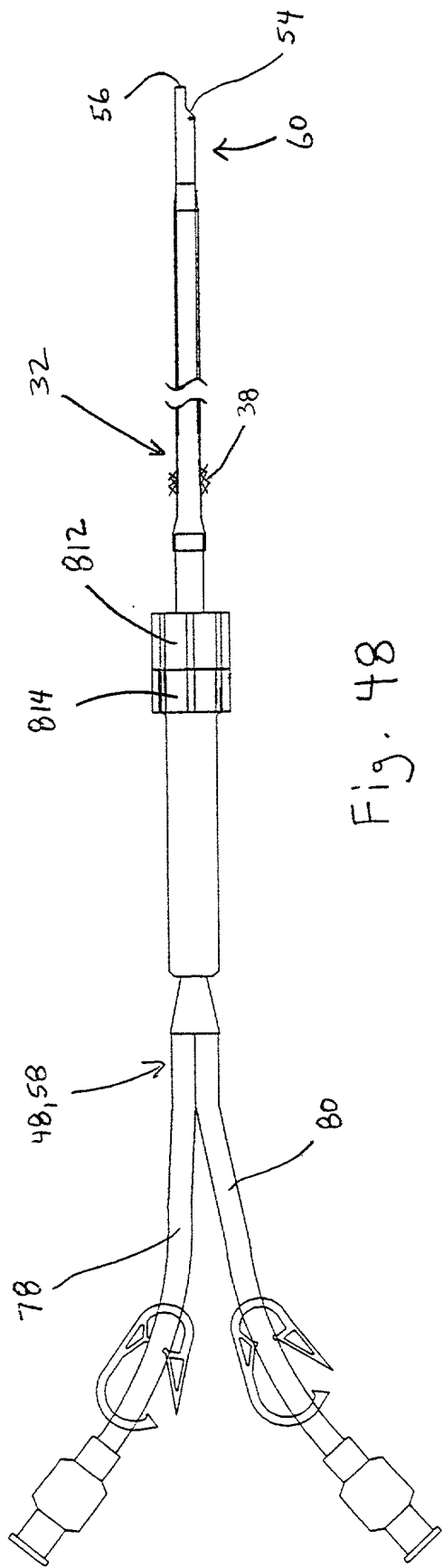
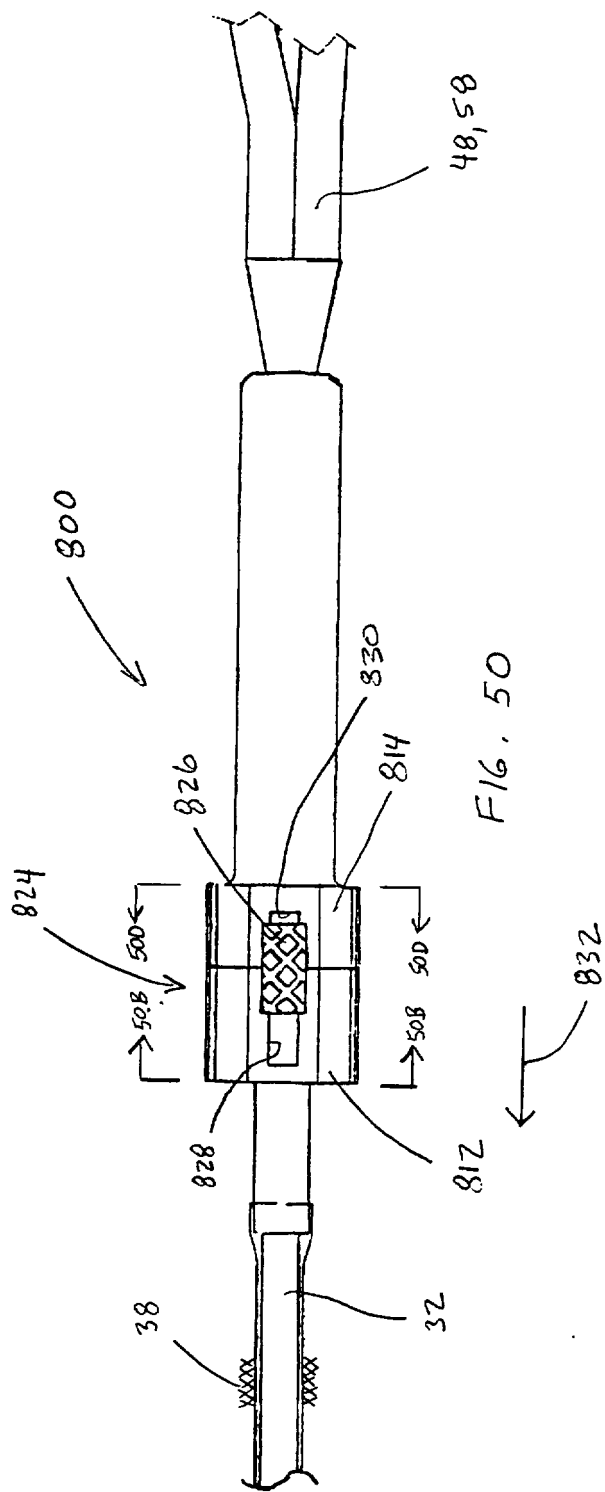
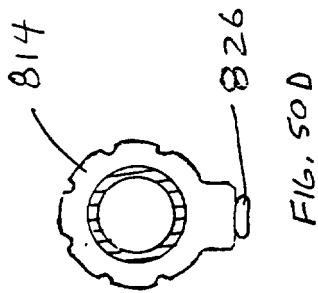
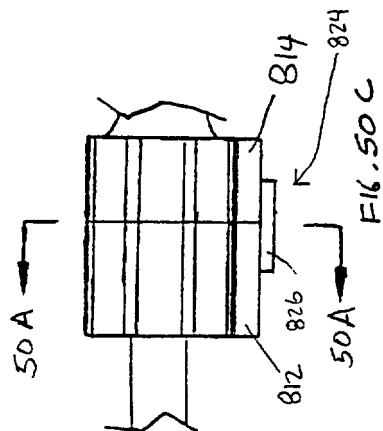
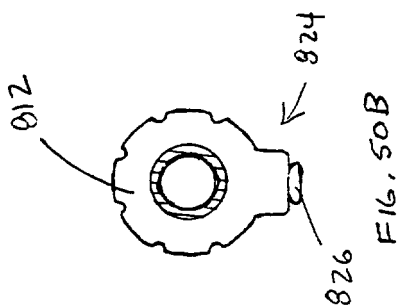
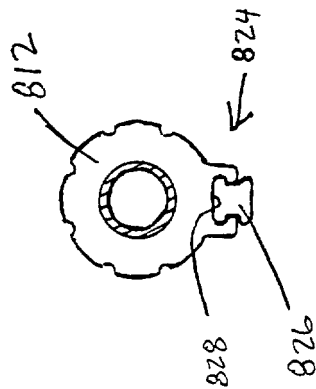


Fig. 48



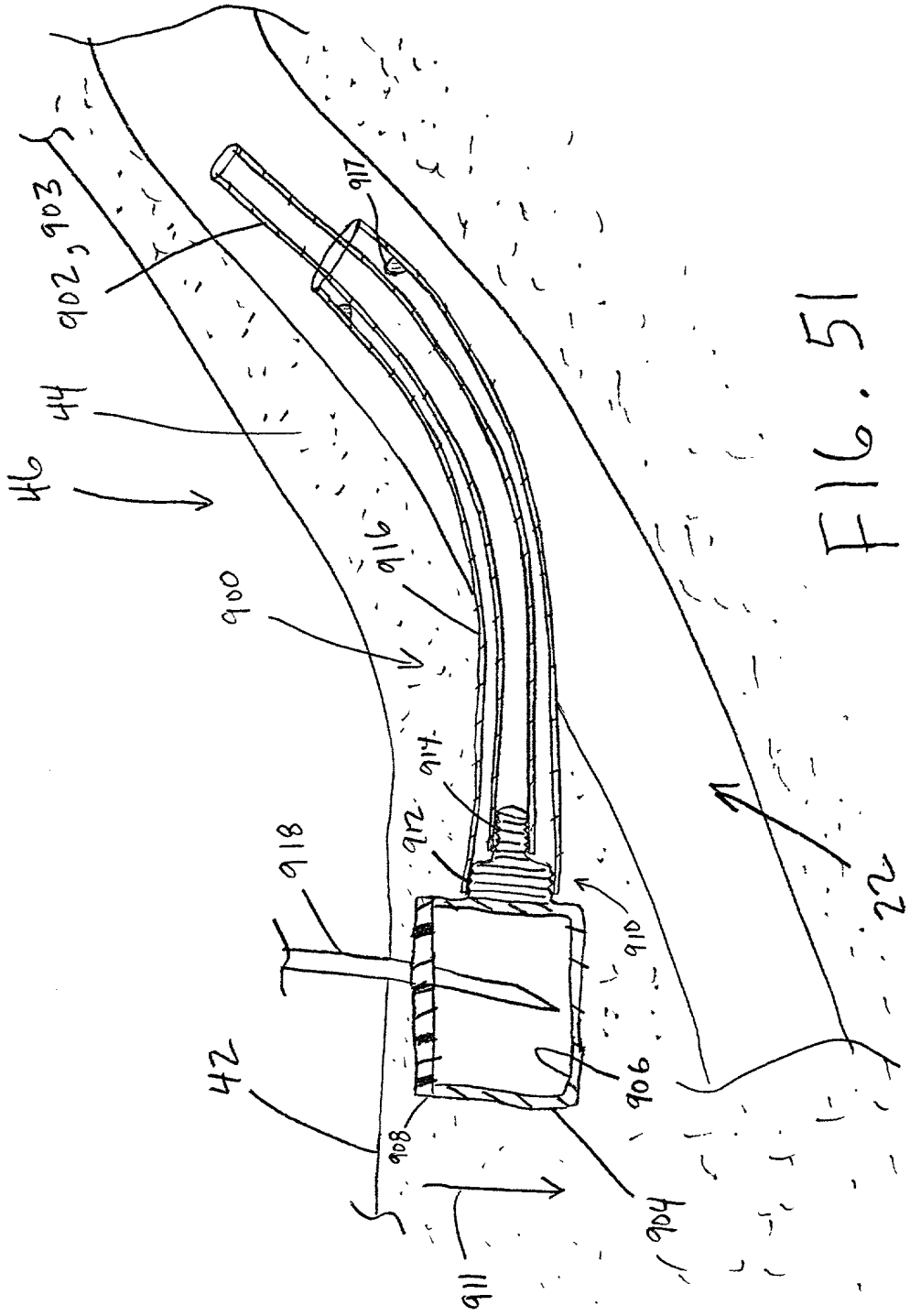


FIG. 51

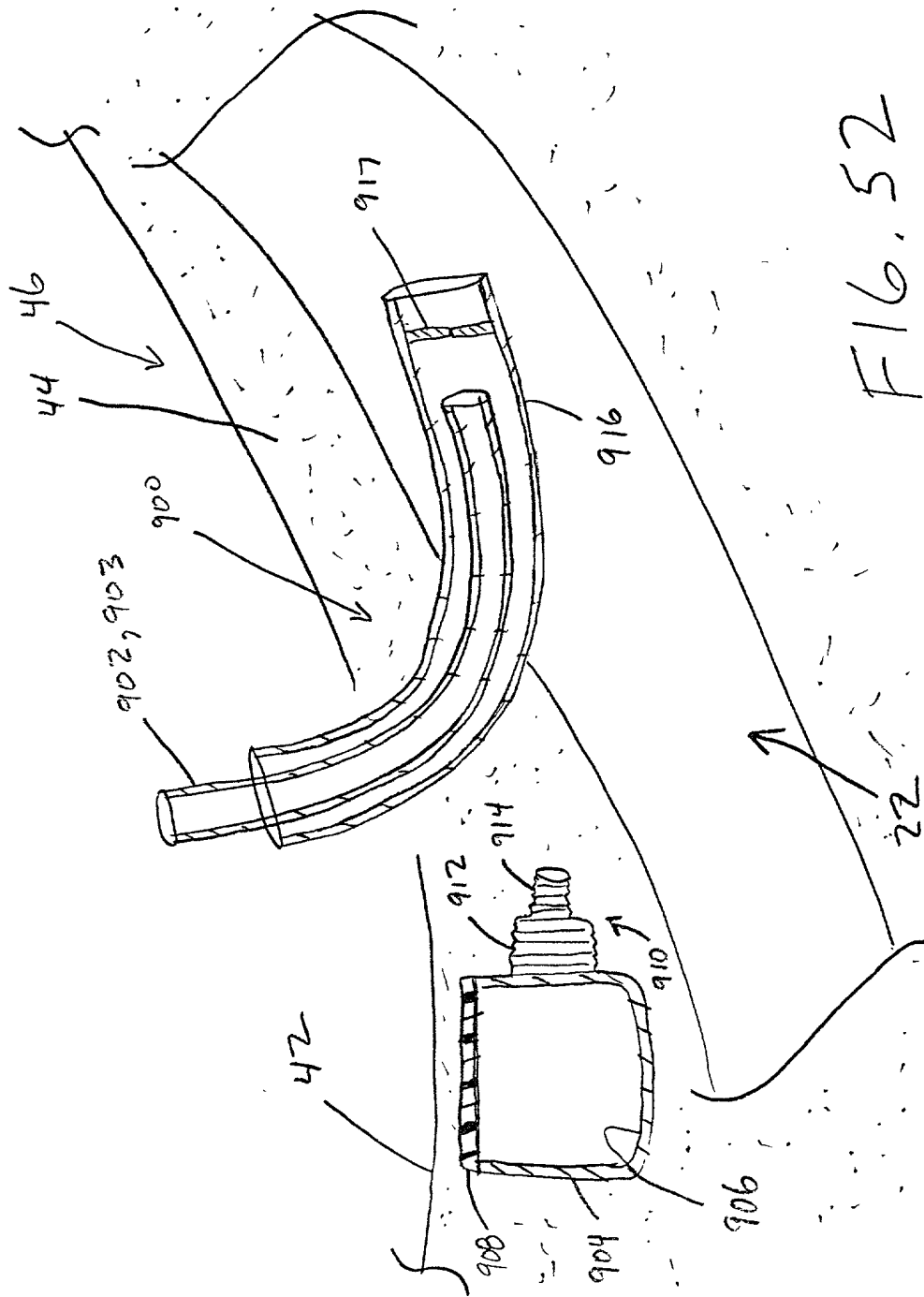


FIG. 16.52

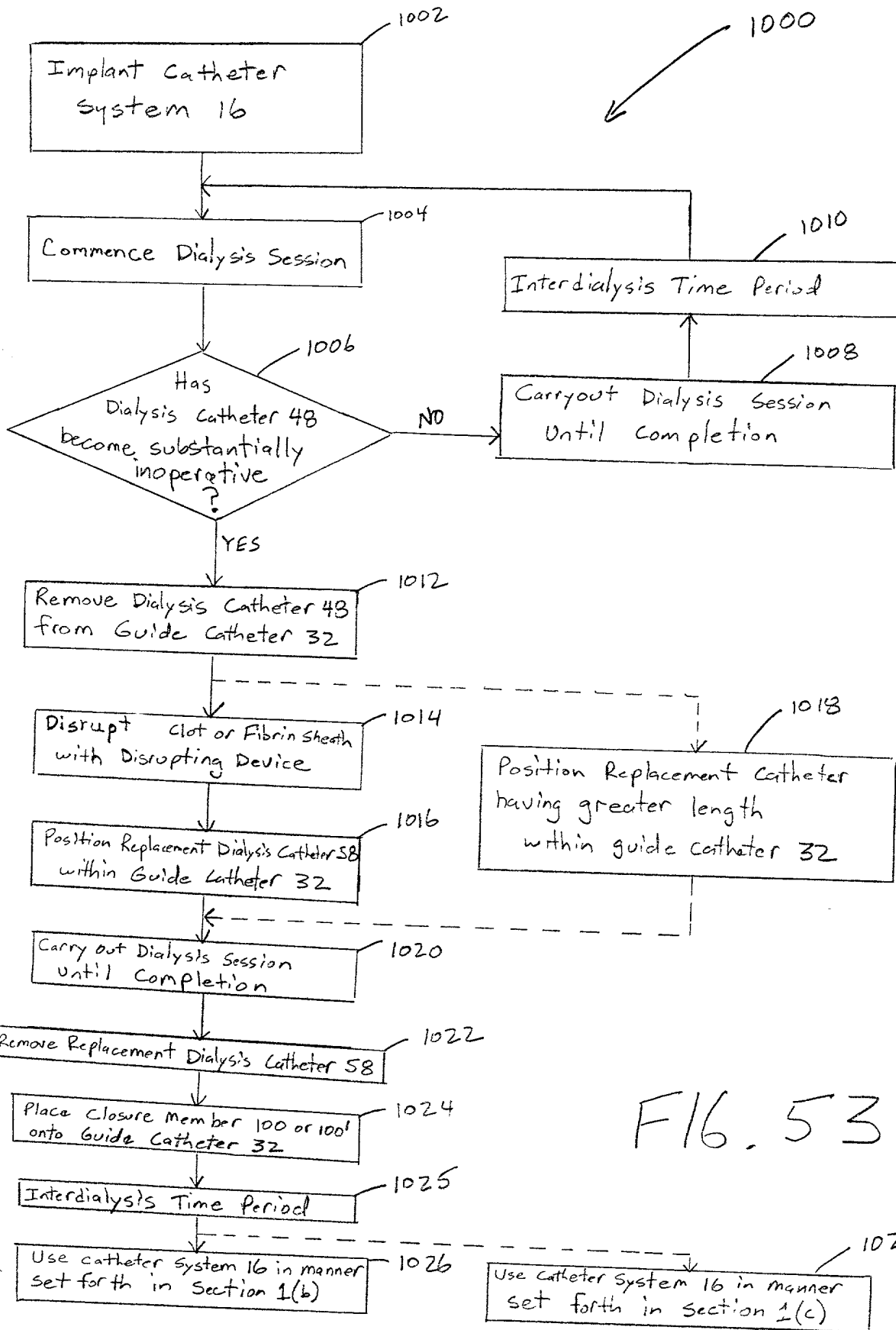


FIG. 53

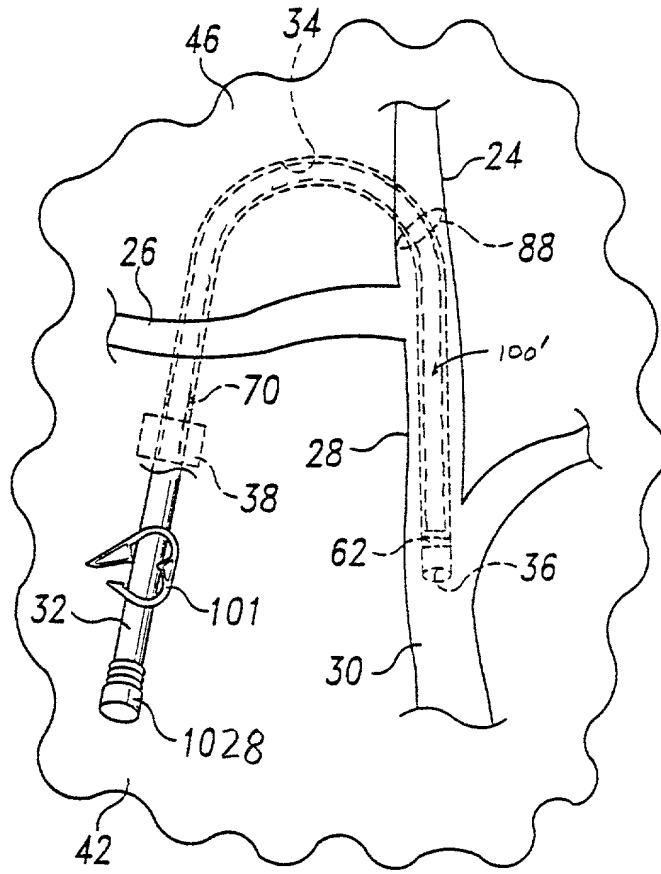
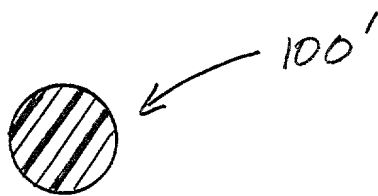
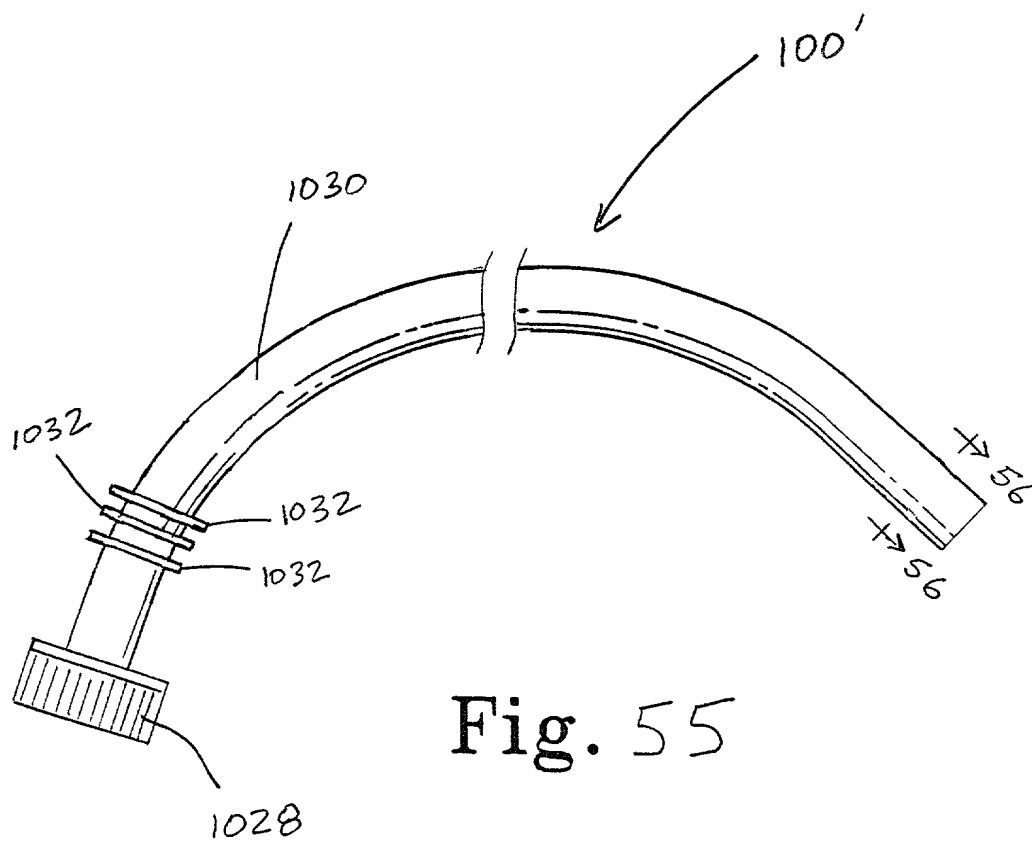


Fig. 54



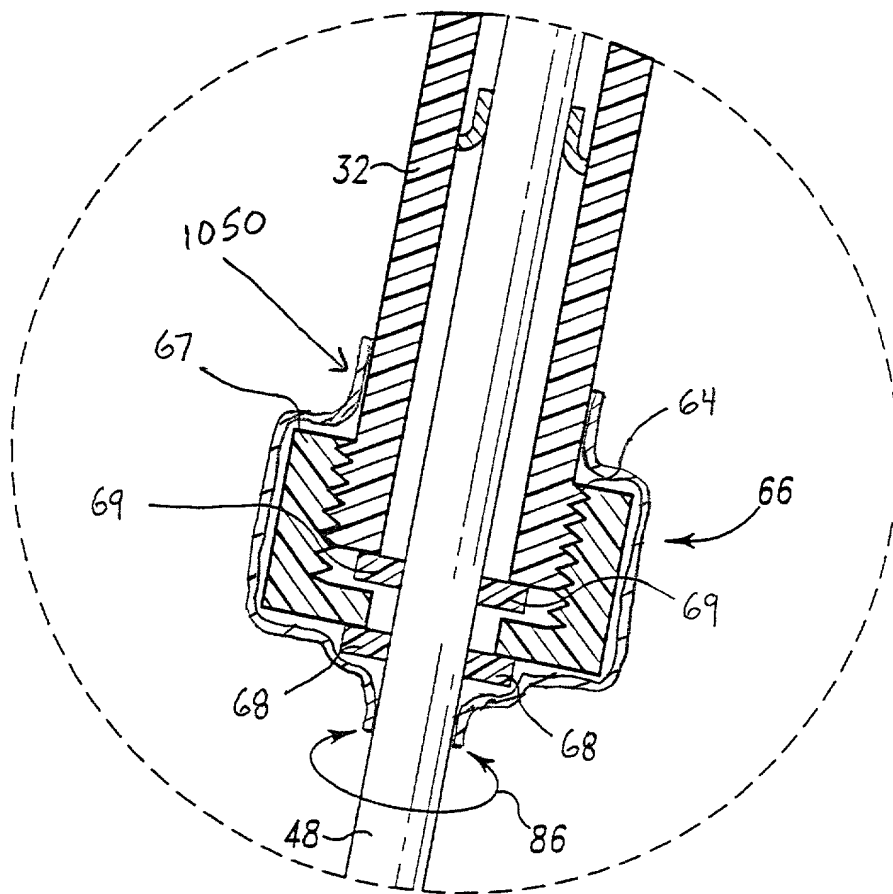


Fig. 57

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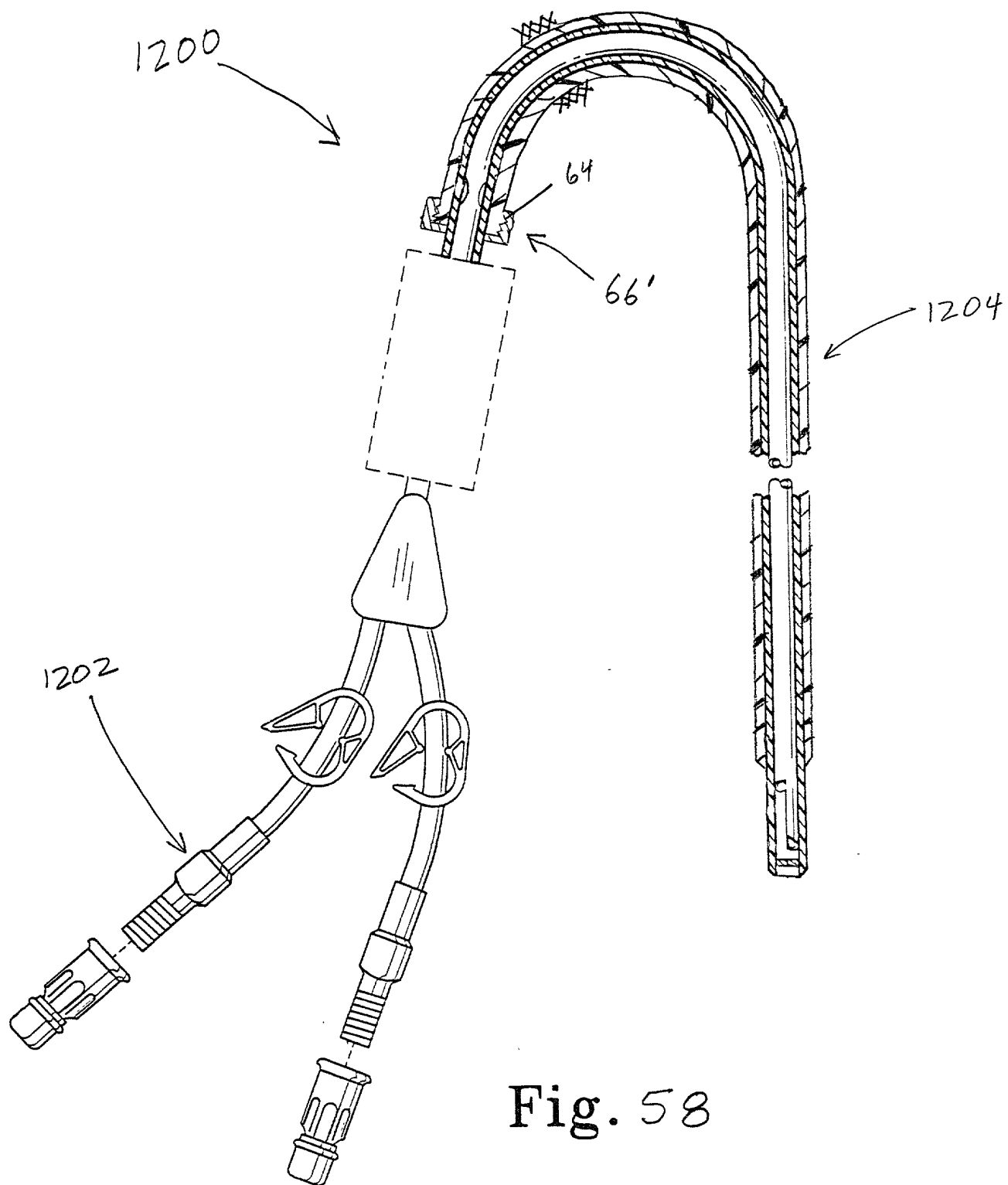


Fig. 58